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The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

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LABOR BULLETIN No. 116

(Being Part IV of the Annual Report on the Statistics of Labor for 1916)

**LABOR LEGISLATION IN MASSACHUSETTS
1916**

**With Index to Bills affecting Labor introduced
during the session and other matter
bearing on the Labor Legis-
lation of the Year**

(SUPPLEMENTARY TO LABOR BULLETINS NOS. 104 AND 110)



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GENERAL COMPILATIONS:

- *Summary of laws in relation to labor, 1833-1869. In Annual Report, 1870, p. 411-413.
- *Labor legislation from 1833 to 1876. In Annual Report, 1876, p. 263-303.
- *Labor laws (Public Statutes, 1882, and session laws through 1890). In Annual Report, 1890, p. 1-112.
- *Labor laws (Revised Laws, 1902, and session laws through 1906). In Annual Report, 1906, p. 329-388.
- *Labor laws (Revised Laws, 1902, codified labor law, 1903, and session laws through 1909). Labor Bulletin, No. 67, Sept. 1909. 166 p.
- Handbook of the Labor Laws. (Laws in effect at the close of the Legislative Session in 1914. Classified by subjects.) In Annual Report, 1915, Part I; and Labor Bulletin, No. 104, Feb. 1915. 347 p.

YEARLY COMPILATIONS:

- *1877, 1878. In Annual Report, 1879, p. x-xiii.
- *1892. In Annual Report, 1891, p. xxi-xxvii.
- 1893. In Annual Report, 1892, p. xviii-xxxix.
- 1894. In Annual Report, 1893, p. 301-309.
- *1895. In Annual Report, 1894, p. 334-337.
- *1896. In Annual Report, 1895, p. 746-748.
- 1897. In Annual Report, 1896, p. 346-353.
- 1898. In Annual Report, 1897, p. 356-367.
- 1899. In Annual Report, 1898, p. 639-659.
- 1900. In Annual Report, 1899, p. 245-247; and in Labor Bulletin, No. 15, Aug. 1900, p. 123-125.
- *1901. In Labor Bulletin, No. 19, Aug. 1901, p. 115, 116.
- 1902. In Annual Report, 1901, p. 315-357.
- 1903. In Annual Report, 1903, p. 423-427; and (*) Labor Bulletin, No. 27, Aug. 1903, p. 140-142.
- 1904. In Annual Report, 1904, p. 278-289; and Labor Bulletin, No. 32, July, 1904, p. 219, 220.
- *1905. In Annual Report, 1905, p. 588-601; and Labor Bulletin, No. 36, June, 1905, p. 128-130.
- 1906. In Labor Bulletin, No. 42, July, 1906, p. 275-278.
- 1907. In Labor Bulletin, No. 51, July-Aug. 1907, p. 33-35; and Labor Bulletin, No. 58, Mar.-Apr. 1908, p. 135-159.
- 1908. In Labor Bulletin, No. 60, June-July, 1908, p. 229-262.
- *1909. In Labor Bulletin, No. 67, Sept. 1909. 163 p. (See general compilation above.)
- *1910. Labor Bulletin, No. 73, June, 1910. 59 p. (Reprinted in 1911.)
- 1911. Labor Bulletin, No. 84, Oct. 1911. 123 p. (Includes reprint of 1910 legislation.)
- *1912. Labor Bulletin, No. 92, June, 1912. 108 p. (Reprinted in 1913.)
- 1913. In Annual Report, 1913, p. 59-383; and Labor Bulletin, No. 95, Oct. 1913. 325 p. (Includes reprint of 1912 legislation.)
- *1914. In Annual Report, 1914, Part VI; and Labor Bulletin, No. 102, July, 1914. 63 p.
- 1914. In Annual Report, 1914, Part I; and Labor Bulletin, No. 104, Feb. 1915. 347 p. (See general compilation above.)
- 1915. In Annual Report, 1915, Part VII; and Labor Bulletin, No. 110, Aug. 1915. 104 p. (Supplementary to Labor Bulletin No. 104.)
- 1916. In Annual Report, 1916, Part IV, and Labor Bulletin, No. 116, Sept. 1916. 83 p. (Supplementary to Labor Bulletins Nos. 104 and 110.)

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LABOR LEGISLATION IN MASSACHUSETTS IN 1916.

INTRODUCTORY.

This Bulletin contains the text of those acts relating to labor, broadly defined, which were passed by the Legislature of Massachusetts during the session of 1916, and is intended to serve as a supplement to Labor Bulletin No. 104, entitled "Hand-book of Labor Laws in Massachusetts" which consisted of a compilation of the labor laws in effect in the Commonwealth at the close of the legislative session in 1914, and also to Labor Bulletin No. 110, which contained the labor legislation enacted in 1915. Certain other matter, described below, having a direct bearing upon the labor legislation of the present year, is also included in this bulletin.

The labor legislation enacted in 1916 was somewhat meagre as compared with that of the years just preceding 1915, and the acts passed during the session were largely amendatory in character, no laws establishing a distinctively new policy in the administration of labor affairs having been passed. The more important measures enacted were those which provided for the reorganization of the Civil Service Commission, with attendant legislation relative to a revision of its rules and additions to its powers of investigation within the classified service. The Civil Service laws were further extended to cover a number of city and county appointive positions, such as that of chief of police, town clerk, and town accountant. Other important labor enactments were those providing for the abolition of the Joint Board of the State Board of Labor and Industries and the Industrial Accident Board and the transfer of its powers and duties to the State Board of Labor and Industries; the reorganization of other departments, having as part of their duties the enforcement of labor laws; the extension of the law relative to the weekly payment of wages to include hotel employees; and rather important changes in the law relative to the assignment of wages. Acts amendatory of earlier statutes relative to pensions, hawkers and pedlers' licenses, employment of women and children, and workmen's compensation, and certain other acts of minor importance were also passed during the session.

In this Bulletin, as in Bulletins Nos. 104 and 110 to which it is supplementary, the several enactments have been classified by subjects rather than by chapter numbers in order that the legislation on any particular subject may be immediately accessible. In the preparation of such classification, it has been necessary to rearrange the various acts, chapters, sections, and even parts of sections, by transferring or omitting certain words, phrases, and clauses and by inserting certain matter in order to make the context clear. Each enactment in 1916, which is an amendment of an earlier enactment, has been given the same paragraph number which the earlier enactment had in the Hand-book, and those specific words, phrases, etc., which are merely in the nature of amendments have been put in italics, so that the effect of the amendment may be readily observed. For purposes of conciseness certain phrases, which for present purposes are non-essential, have been omitted, such omissions being indicated by three points, thus: . . . ; wherever any insertion, for purposes of correlation or explanation, has been made, such insertion has been enclosed in brackets, thus: []. Citations of sections printed in this compilation are given in italic type, enclosed in brackets, at the

end of each paragraph, thus: [*Gen. Acts, 1916, c. 21, §§ 1, 2 and 3*], to indicate where may be found, in the official edition of the Revised Laws or of the Acts and Resolves, the complete text of the sections here presented. Such citations usually include only the last two amendments to the section in addition to its original date of enactment, with the chapter number, wherever such original act has not been repealed.

For the purpose of avoiding a considerable amount of repetition, those sections, the text of which permits of more than one classification, have generally been placed where it is deemed they are most pertinent. In a few instances, however, it was considered advisable to repeat a section under another caption.

Certain acts passed during the legislative session of 1916, which did not specifically amend any part of the text of the law as published in the Handbook, bear, nevertheless, closely upon the subject matter contained therein. In such cases the text of the law has been given the same paragraph number as that in the Handbook to which it most nearly corresponds, accompanied, however, by a capital letter, A, B, etc., indicating that such paragraph, while not amending the original paragraph in the Handbook, is supplementary thereto. In other words, these sections have been so designated as to correlate them with the corresponding section in the Handbook bearing most nearly on the subject matter of the new legislation. All sections stating that an act "shall take effect upon its passage" have been omitted, but those sections which state that the act shall take effect upon a definite date, other than that of its passage, have been included.

Under "Administrative Provisions" have been printed certain provisions of the laws governing the different State boards and commissions which are more directly concerned with the subject of labor. Special legislation affecting a particular city or town, except those provisions relative to the extension of the civil service, has been omitted in most instances.

The second main division of this Bulletin consists of an index, in tabular form, to the numerous bills affecting labor which were introduced during the legislative session of 1916, and in this index information is given with reference to the more important stages through which these several bills passed, namely, the committee to which referred, the report of such committee, the final disposition of the bill, and, if enacted, the chapter number assigned thereto, in order that the reader may observe at a glance the principal action taken thereon by the Legislature. A key to the abbreviations used in this index appears at the head of the table.

Approximately 691 bills directly or indirectly affecting labor, or about 25 per cent of the 2,820 bills of all kinds introduced, were considered during the session, but nearly all of these bills were proposed as amendments to laws already in effect. The total number of acts passed during the session, which may be properly classified as labor measures, was 70, of which 58 were "General Acts" and 12 were "Special Acts."

The third division of this Bulletin contains an opinion of the Attorney-General on legislation pending during the session of 1916; and in the fourth division have been reprinted the recommendations concerning labor which appeared in the inaugural address of the Governor.

A table showing the disposition of statutes cited in the text of the acts of 1916 is appended. By means of this table one may readily locate a specific act or section.

The index appended hereto corresponds closely with the index published in the Handbook and should serve as a means of locating readily any act or section passed during the current year, regardless of its classification in this compilation.

I.

TEXT OF THE ACTS AFFECTING LABOR PASSED DURING THE
LEGISLATIVE SESSION OF 1916.**A. ADMINISTRATIVE PROVISIONS.****1. CIVIL SERVICE COMMISSION.**

(See also under Public Employment.)

2. Salaries and office hours of the commissioners. — . . . The chairman of the commission shall receive an annual salary of twenty-five hundred dollars and each of the other commissioners an annual salary of two thousand dollars, together with the travelling expenses incurred in the performance of their official duties. The commissioners shall devote so much of their time to the work of the commission and shall establish and maintain such office hours as shall be approved by the governor and council. *At least one commissioner shall be present during office hours, except when all the commissioners are engaged elsewhere on business of the commission.* [R. L., c. 19, § 1, as last am. by Acts, 1910, c. 608, and by Gen. Acts, 1916, c. 297, § 1.]

11A. Reorganization of the department and powers of the commission. — The commissioners shall, upon the passage of this act, effect such reorganization of their department as may be required to perform the duties prescribed by this act, and may remove in their discretion any officers or employees then in the service of the commission, and may appoint, subject to the provisions of R. L., c. 19, and all acts in amendment thereof or in addition thereto, such officers and employees as may be necessary to the performance of their duties, and may incur other expenses not exceeding such sums as may be appropriated by the general court. [Gen. Acts, 1916, c. 297, § 2.]

11B. Powers of investigation given to the commission. — The commissioners may, from time to time, investigate in whole or in part the classified civil service, and the work, duties and compensation of the officers and employees therein, and the number employed, and the grades, titles, ratings and methods of promotion that have been established, and may report thereon. The commissioners may, at any time, and shall, upon the request of any appointing power in respect to such officers or employees by it appointed, inquire into the efficiency and conduct of any officers or employees in the classified civil service, and may recommend to the appointing power the removal of any such officers or employees, or make such other recommendations as shall seem fitting in the premises. [Gen. Acts, 1916, c. 297, § 3.]

11C. Policemen and firemen not subject to the preceding section. — Nothing contained in [paragraph 11B] shall apply to policemen or firemen. [Gen. Acts, 1916, c. 297, § 6.]

11D. Civil service rules to be revised. — The commission shall forthwith prepare and submit to the governor and council for approval a revision of the civil service rules, and the rules so revised, when approved by the governor and council, shall supersede all rules then existing. [Gen. Acts, 1916, c. 297, § 4.]

11E. Eligibility to office of representative of the commission restricted. — Persons holding offices or positions to which they have been elected by the people, or by the aldermen or city council of a city, or by the selectmen of a town, shall not at the same time be eligible to the office of representative of the civil service commission. [Gen. Acts, 1916, c. 297, § 5.]

2. STATE BOARD OF LABOR AND INDUSTRIES.

15A. Powers and duties increased to include those of the Joint Board. —

The powers and duties of the state board of labor and industries and the industrial accident board, sitting jointly, in accordance with the provisions of Acts, 1913, c. 813, are hereby transferred to the state board of labor and industries. [*Gen. Acts, 1916, c. 303, § 1.*]

3. INDUSTRIAL ACCIDENT BOARD.

36A. Salary of the present secretary increased. — The salary of Robert E. Grandfield, as secretary of the industrial accident board, shall be four thousand dollars a year so long as he shall continue to serve in that capacity; but the salary of his successor shall be three thousand dollars a year. [*Gen. Acts, 1916, c. 275, § 1.*]

36B. Acts Repealed. — So much of Acts, 1911, c. 751, Pt. III, § 2, as amended by Acts, 1912, c. 571, § 7, and by Acts, 1913, c. 48, § 1, as is inconsistent herewith, is hereby repealed. [*Gen. Acts, 1916, c. 275, § 2.*]

4. JOINT BOARD OF THE STATE BOARD OF LABOR AND INDUSTRIES
AND INDUSTRIAL ACCIDENT BOARD.

45-57. Joint Board abolished; powers and duties transferred to the State Board of Labor and Industries. — (See above paragraph, 15A.)

5. DISTRICT POLICE.

58A. Reorganization of the department to be investigated. — *Resolved,* That a board of three persons shall be appointed by the governor to investigate the matter of reorganizing the district police and of establishing a state constabulary or police force which would relieve the militia of the commonwealth from all police duty. The board shall report upon the feasibility, expediency and cost of establishing such a state force, or of reorganizing the district police, and shall report to the general court not later than the second Wednesday in January, nineteen hundred and seventeen, with drafts of such legislation, if any, as the board may deem expedient. The members of the board shall serve without compensation, but shall be allowed for clerical assistance and for necessary expenses such a sum, not exceeding one thousand dollars, as shall be approved by the governor and council. [*Res., 1916, c. 92.*]

6. MINIMUM WAGE COMMISSION.

(See also under Wages, and Women and Children.)

100. Organization of the commission. — There is hereby established a commission to be known as the Minimum Wage Commission. *It shall consist of three persons, one of whom shall be an employer of female labor and one of whom may be a woman and one a representative of labor, to be appointed by the governor with the advice and consent of the council.* One of the commissioners shall be designated by the governor as chairman. The first appointments shall be made within ninety days after the passage of this act, one for a term ending October first, nineteen hundred and thirteen,

one for a term ending October first, nineteen hundred and fourteen, and one for a term ending October first, nineteen hundred and fifteen; and beginning with the year nineteen hundred and thirteen, one member shall be appointed annually for the term of three years from the first day of October and until his successor is qualified. Any vacancy that may occur shall be filled in like manner for the unexpired part of the term. [*Acts, 1912, c. 706, § 1, as am. by Gen. Acts, 1916, c. 303, § 1.*]

7. OTHER BOARDS, COMMISSIONS, ETC.

[In addition to the boards and commissions named on the preceding pages, the following boards, commissions and officials are also directly concerned in the administration of the labor laws: Board of Boiler Rules, Board of Elevator Regulations, State Board of Conciliation and Arbitration, Bureau of Statistics, Homestead Commission, and, in certain respects also, the Governor and Council, Secretary of the Commonwealth, Treasurer and Receiver General, Attorney General, Public Service Commission, State Department of Health, Fire Prevention Commissioner, Supervisor of Loan Agencies, Highway Commission, Insurance Commissioner, Board of Education, Commissioner of Corporations, Massachusetts Bureau of Prisons, State Board of Charity, Gas and Electric Light Commissioners, Bank Commissioner, Board of Commissioners of the Massachusetts Nautical School, State Board of Agriculture, Sergeant-at-arms, Metropolitan Park Commission, State Actuary, Commissioner of Weights and Measures, the Library Commissioners and State Examiners of Electricians. For the respective duties of these Boards, etc., in this connection see Bulletins Nos. 104 and 110.]

B. GENERAL PROVISIONS.

1. UNEMPLOYMENT.

(For the text of a resolve providing for the appointment of a special recess commission on unemployment and social insurance, see under *Miscellaneous*, page 37.)

2. INDUSTRIAL SAFETY.

EGRESSES AND PREVENTION OF FIRE.

236B. Enforcement of statutes relative to explosives and inflammable fluids. — There shall annually be allowed and paid out of the treasury of the commonwealth, from the first day of December, nineteen hundred and fifteen, a sum not exceeding two thousand seven hundred and fifty dollars, to be expended by the chief of the district police for the employment of expert assistance to aid in the enforcement of the statutes relative to explosives and inflammable fluids and compounds. [*Acts, 1914, c. 421, § 1, as am. by Gen. Acts, 1916, c. 65, § 1.*]

3. INDUSTRIAL SANITATION.

311A. Furnishing of lockers in certain factories. — (a) *Employees who make a substantial change in clothing before working to have lockers.* — In any mercantile or manufacturing establishment in which the nature of the work renders it necessary for any or all employees, before beginning work, to make a substantially complete change of clothing, exclusive of underclothing, separate lockers, closets or other re-

ceptacles, each with a lock and key, shall be provided for the use of such employees. [Gen. Acts, 1916, c. 115, § 1.]

(b) *Board of Labor and Industries to enforce the act.* — It shall be the duty of the state board of labor and industries to investigate all reported violations of this act, and to enforce the same by prosecution. [Gen. Acts, 1916, c. 115, § 2.]

(c) *Penalty.* — Any violation hereof shall be punished by a fine of not less than five or more than twenty dollars for each offence. [Gen. Acts, 1916, c. 115, § 3.]

4. WOMEN AND CHILDREN.

SCHOOL ATTENDANCE AND ATTENDANCE OFFICERS.

390. Compulsory attendance of certain illiterate minors at evening schools. — Every illiterate minor between sixteen and twenty-one years of age, *except married women*, shall attend some public evening school in the city or town in which he resides for the whole time during which the public evening schools are in session: *provided*, that such city or town maintains a public evening school. Attendance at a public day school, or at a private school approved for the purpose by the school committee, shall exempt such minor from attending a public evening school. This act shall not affect any existing laws regarding the compulsory school attendance of illiterate minors or their employment, but shall be in addition to such laws. [Acts, 1913, c. 467, § 1, as am. by Gen. Acts, 1916, c. 82, § 1.]

EMPLOYMENT OF WOMEN AND CHILDREN.

408. Definitions of words and phrases. — The following words and phrases as used in all laws relative to the employment of labor shall, unless a different meaning is plainly required by the context, have the following meanings: —

.

“Co-operative courses” shall mean courses approved as such by the board of education and conducted in public schools in which technical or related instruction is given in conjunction with practical experience by employment in a co-operating factory, manufacturing, mechanical or mercantile establishment or workshop. [Acts, 1909, c. 514, § 17, as last am. by Acts, 1912, c. 191, and by Gen. Acts, 1916, c. 95, § 1.]

410. Employment certificate for minors between 14 and 16 years of age. — No child between fourteen and sixteen years of age shall be employed or be permitted to work in, about or in connection with any factory, workshop, manufacturing, mechanical or mercantile establishment unless the person, firm or corporation employing such child procures and keeps on file accessible to the attendance officers of the city or town, to agents of the board of education, and to the state board of labor and industries or its authorized agents or inspectors, the employment certificate as hereinafter provided issued to such child, and keeps a complete list of the names and ages of all such children employed therein conspicuously posted near the principal entrance of the building in which such children are employed: *provided, however*, that children who are over fourteen but under sixteen years of age shall be permitted to work in mercantile establishments on Saturdays between the hours of seven in the morning and six in the evening, without such certificate; and, *provided, further*, that pupils in co-operative courses in public schools, as defined in section seventeen of this act [see paragraph 408]

may be employed by any co-operating factory, manufacturing, mechanical or mercantile establishment or workshop upon securing from the superintendent of schools a special certificate covering this type of employment. On termination of the employment of a child whose employment certificate is on file, said certificate shall be returned by the employer within two days after said termination to the office of the superintendent of schools from which it was issued. [Acts, 1909, c. 514, § 57, as am. by Acts, 1913, c. 779, § 15, and by Gen. Acts, 1916, c. 95, § 2.]

417. School records. — The school record required by [Acts, 1913, c. 779, § 16, see paragraph 413] shall be filled out and signed by the principal or teacher in charge of the school which the child last attended and shall be furnished only to a child who, after due examination and investigation, is found to be entitled thereto. Said school record shall state the grade last completed by such child and the studies pursued in completion thereof. It shall state the number of weeks during which such child has attended school during the twelve months next preceding the time of application for said school record. It shall also give the name, date of birth, and the residence of the child as shown on the records of the school and the name of the parent, guardian or custodian. In case it is found to be impossible to obtain said school record from the principal or teacher in charge of the school which such child last attended, the requirement of a school record may be waived. No such school record shall be issued or accepted and no employment certificate shall be granted unless the child possesses the educational qualifications enumerated in R. L., c. 44, § 1, as amended by [Acts, 1913, c. 779, § 1]: *provided, however, that children who are over fourteen but under sixteen years of age and who do not possess such ability to read, write and spell in the English language as is required for the completion of the fourth grade of the public schools of the city or town in which they reside may be granted an employment certificate good for the summer vacation, subject to all other provisions relating to the employment of children between fourteen and sixteen years of age.* No such school record shall be issued or accepted unless the child has regularly attended the public schools or other lawfully approved schools for not less than one hundred and thirty days after becoming thirteen years of age: *provided, however, that the school record may be accepted in the case of a person who has been an attendant at a public day school or other lawfully approved school for a period of not less than seven years, if in the opinion of said superintendent such person is mentally incapable of acquiring the educational qualifications herein prescribed; and provided, further, that the superintendent of schools shall have authority to suspend this requirement in any case when, in his opinion, the interests of the child will best be served by such suspension.* [Acts, 1909, c. 514, § 59, as am. by Acts, 1913, c. 779, § 17, Acts, 1914, c. 580, and by Gen. Acts, 1916, c. 66.]

418. Educational certificates for minors between 16 and 21 years of age. — No child who is over sixteen and under twenty-one years of age shall be employed in a factory, workshop, manufacturing, mechanical or mercantile establishment, *except as provided for pupils in co-operative courses, approved as such by the board of education and conducted in public schools,* unless his employer procures and keeps on file an educational certificate showing the age of the child and his ability or inability to read and write as hereinafter provided. Such certificates shall be issued by the person authorized by this act to issue employment certificates. . . . [Acts, 1909, c. 514, § 66, as am. by Acts, 1913, c. 779, § 23, and by Gen. Acts, 1916, c. 95, § 3.]

437. Regulating bootblacking and other street trades. — Repealed by Gen.

Acts, 1916, c. 242, § 4. Re-enacted in new form as follows: — The mayor and aldermen or selectmen may make regulations *consistent with the general laws* relative to the exercise of the trade of boot-blackening by minors, and to the sale or barter by minors of any goods, wares or merchandise the sale of which is permitted by section fifteen, and may prohibit such sales or such trade, or may require a minor to obtain from them a *permit* therefor to be issued on terms and conditions prescribed in such regulations: *provided*, that in the case of persons under the age of *sixteen years* in the cities of the commonwealth the foregoing powers shall be vested in and exercised by the school *committee*. *No badge or permit issued to a minor under the provisions of this section, or of Acts, 1913, c. 831, §§ 11–15 inclusive shall authorize the sale by a minor of any article other than those enumerated in R. L., c. 65, § 15.* A minor who sells such articles or exercises such trade without a *permit*, if one is required, or who violates the conditions of his *permit* or any provision of said regulations shall be punished by a fine of not more than ten dollars for each offence. Any person who, having a minor under his control, knowingly permits him to violate any provision of this act, and any person who procures or employs a minor to violate any provision of this act, and any person who either for himself or as agent of any other person or of any corporation knowingly furnishes or sells to any minor any of the articles *aforsaid* with knowledge that *the* minor intends to sell said articles in violation of the provisions of this act, after having received written notice from the school committee that the minor is *not authorized to sell said articles*, shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than six months. [*Gen. Acts, 1916, c. 242, § 4.*]

449. Regulation of sales by minors. — Repealed by Gen. Acts, 1916, c. 242, § 5. Re-enacted in new form as follows: A parent or other person who employs a minor in peddling without a *permit* or license, if one is required, or who, having the care or custody of a minor, permits him to engage in such employment, shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than six months. [*Gen. Acts, 1916, c. 242, § 5.*]

WAGES AND HOURS FOR WOMEN AND CHILDREN.

462. Hours of labor, women, and minors under 18 years of age.¹ — No child under eighteen years of age and no woman shall be employed in laboring in any factory or workshop, or in any manufacturing, mercantile, mechanical establishment, telegraph office or telephone exchange, or by any express or transportation company, more than ten hours in any one day; and in no case shall the hours of labor exceed fifty-four in a week except that in manufacturing establishments where the employment is by seasons, *and the state board of labor and industries shall determine what employments are seasonal*, the number of such hours in any week may exceed fifty-four, but not fifty-eight, provided that the total number of such hours in any year shall not exceed an average of fifty-four hours a week for the whole year, excluding Sundays and holidays; and if any child or woman shall be employed in more than one such place the total number of hours of such employment shall not exceed fifty-four hours in any one week. . . . [*Acts, 1909, c. 514, §§ 47, 48, as last am. by Acts, 1913, c. 758, and by Gen. Acts, 1916, c. 222.*]

¹ For a resolve relative to an investigation by the State Board of Labor and Industries of the hours and conditions of labor of employees in hotels and restaurants, see under *Miscellaneous*, paragraph 1420.

5. WAGES.

GENERAL ACTS.

497. Weekly payment of wages. — Every person, firm or corporation engaged in carrying on a *hotel in a city, or a factory, workshop, manufacturing, mechanical or mercantile establishment, mine, quarry, railroad or street railway, or a telephone, telegraph, express or water company, or in the erection, alteration, repair or removal of any building or structure, or the construction or repair of any railroad, street railway, road, bridge, sewer, gas, water or electric light works, pipes or lines*, shall pay weekly each employee engaged in his or its business the wages earned by him to within six days of the date of said payment, but any employee leaving his or her employment, shall be paid in full on the following regular pay day; and any employee discharged from such employment shall be paid in full on the day of his discharge, or in the city of Boston as soon as the provisions of law requiring pay rolls, bills and accounts to be certified shall have been complied with; and the commonwealth, its officers, boards and commissions shall so pay every mechanic, workman and laborer who is employed by it or them, and every person employed by it or them in any penal or charitable institution, and every county and city shall so pay every employee who is engaged in its business the wages or salary earned by him, unless such mechanic, workman, laborer or employee requests in writing to be paid in a different manner; and every town shall so pay each employee in its business if so required by him; but an employee who is absent from his regular place of labor at a time fixed for payment shall be paid thereafter on demand. . . . [Acts, 1909, c. 514, § 112, as last am. by Gen. Acts, 1915, c. 75, and by Gen. Acts, 1916, c. 229.]

499. Prosecution for violations of the law relative to weekly payment of wages. — The *state board of labor and industries* may make a complaint against any person for a violation of the provisions of [Acts, 1909, c. 514, § 112]. Complaints for such violation shall be made within *three months* after the date thereof, and, on the trial, no defence for failure to pay as required, other than the attachment of such wages by the trustee process or a valid assignment thereof or a valid set-off against the same, or the absence of the employee from his regular place of labor at the time of payment, or an actual tender to such employee at the time of payment of the wages so earned by him, shall be valid. The defendant shall not set up as a defence a payment of wages after the bringing of the complaint. An assignment of future wages which are payable weekly under the provisions of this act shall not be valid if made to the person from whom such wages are to become due or to any person on his behalf or if made or procured to be made to another person for the purpose of relieving the employer from the obligation to pay weekly. The word "person" in this section shall include the corporations, contractors, persons and partnerships described in [Acts, 1909, c. 514, § 112]. [Acts, 1909, c. 514, § 113, as am. by Gen. Acts, 1916, c. 14.]

512. Assignment of wages. — The provisions of this act [Gen. Acts, 1916, c. 208, see the two following paragraphs] shall not be construed to repeal or affect the provisions of [Acts, 1912, c. 675, § 6]. [Gen. Acts, 1916, c. 208, § 3.]

512A. Assignment of wages. — No assignment of future wages shall be valid for a period exceeding two years from the date thereof, nor unless made to secure a debt contracted prior to or simultaneously with the execution of said assignment, nor

unless executed in writing in the standard form herein set forth and signed by the assignor in person and not by attorney, nor unless such assignment states the date of its execution, the money or the money value of goods actually furnished by the assignee and the rate of interest, if any, to be paid thereon. *Three fourths of the weekly earnings or wages of the assignor shall at all times be exempt from assignment, and no assignment shall be valid which does not so state on its face. No such assignment shall be valid when made by a married man unless the written consent of his wife to the making thereof is attached thereto.* [Acts, 1909, c. 514, § 121, as am. by Gen. Acts, 1916, c. 208, § 1.]

514. Standard form of assignment. — Said standard form of assignment shall be as follows: —

KNOW ALL MEN BY THESE PRESENTS.

That I, _____ of _____ in the county of _____, for a valuable consideration, to me paid by _____, of _____, the receipt whereof I do hereby acknowledge, do hereby assign and transfer to said _____

all claims and demands, *not exempt by law*, [which I now have, and all] which within a period of _____ from the date hereof I may and shall have against my present employer, and against any person whose employ I shall hereafter enter, [for all sums of money due and] for all sums of money and demands which, at any time within said period may and shall become due to me, for services as _____. To have and to hold the same to the said _____, his executors, administrators and assigns, to secure a debt

(1) Of _____ dollars [with interest thereon from _____, at the rate of _____ per cent per annum], for money [or goods] actually furnished by the assignee amounting to _____ dollars.

(2) Contracted prior to the execution of this assignment. [or contracted simultaneously with the execution of this assignment.]

(3) *Three fourths of the weekly earnings or wages, which are _____ dollars, are exempt from this assignment.*

IN WITNESS WHEREOF, I have set my hand this _____ day of _____.

Signed and delivered, in presence of _____ h. _____ m. _____ M. Received and entered in records of assignment of wages in clerk's office of the _____ of _____, book _____, page _____, Clerk.

[Acts, 1909, c. 514, § 124, as am. by Gen. Acts, 1916, c. 208, § 2.]

LIENS FOR LABOR.

517-552. Liens acquired under these sections protected. — (a) *Enforcement of liens under these sections provided for.* — Any person who, prior to January first, nineteen hundred and sixteen, had acquired a lien or the right to enforce a lien in accordance with the provisions of R. L., c. 197, and acts in amendment thereof, may enforce the same in the same manner as though Gen. Acts, 1915, c. 292, had not been enacted; and the provisions of said chapter one hundred and ninety-seven and acts in amendment thereof that may be applicable thereto are hereby re-enacted so far as is necessary for the aforesaid purpose. [Gen. Acts, 1916, c. 163, § 1.]

(b) *Transfer of actions in conformance with the new law of 1916 provided for.* — If an action or other proceeding to enforce such a lien has been brought in the superior court which ought to have been brought in a police, district or municipal court or before a trial justice, or if such action or proceeding has been brought in a police, district or municipal court or before a trial justice, which ought to have been brought in the superior court, if the error is discovered at any stage of the proceedings the court may, upon motion of any party thereto, order the action or proceeding, with all the

papers relating thereto, to be transferred to the proper court upon terms to the defendant; and it shall thereupon be entered and prosecuted as if it had been brought therein, and all prior proceedings otherwise regularly taken shall thereafter be valid. [*Gen. Acts, 1916, c. 163, § 2.*]

517B. Written contracts to be recorded. — A person who enters into a written contract with the owner of land for the whole or any part of the erection, alteration, repair or removal of a building or structure upon land, or for furnishing material therefor, shall have a lien upon said building or structure and upon the interest of the owner in said lot of land as appears of record at the date when notice of said contract is filed or recorded in the registry of deeds for the county or district wherein such land lies, to secure the payment of all labor and material which shall thereafter *be furnished* by virtue of said contract. Said notice *may be filed or recorded by any person entitled under the provisions of this act to enforce a lien and shall be in substantially the following form: —*

Notice is hereby given that by virtue of a written contract, dated
 191 , between
 owner, and , contractor, said contractor
 is to furnish labor and material for the erection, alteration, repair or removal of a building on a
 lot of land described as follows:
 . Said contract is to be completed on or
 before 191 .

A notice of any extension of such contract, stating the date to which it is extended, shall also be filed or recorded in the registry prior to the date stated in the notice of a contract for the completion thereof, *and may be filed by any party entitled to file the original notice.*

Such notices, and all other instruments hereinafter required to be filed or recorded in the registry of deeds, affecting registered land shall be filed and registered in the manner prescribed by section seventy of chapter one hundred and twenty-eight of the Revised Laws and acts in amendment thereof and in addition thereto. Such notices, and all other instruments hereinafter required to be filed or recorded in the registry of deeds, affecting unregistered land shall be indexed in a separate book to be kept for that purpose. [*Gen. Acts, 1915, c. 292, § 2, as am. by Gen. Acts, 1916, c. 306, § 1.*]

517C. Notices. — If the notice aforesaid [see paragraph 517B] shall have been filed or recorded in the registry of deeds, as hereinbefore provided, any person who shall, subsequent to the date of filing or recording notice of said contract, furnish labor or material, or perform labor, under a contract with a contractor or with any sub-contractor of said contractor shall be entitled to enforce a lien on the premises therein described for any labor performed, or labor or material furnished, subsequent to the filing or recording of said notice and prior to the date of the termination of said contract as stated in said notice or notices. [*Gen. Acts, 1915, c. 292, § 3, as am. by Gen. Acts, 1916, c. 306, § 2.*]

521. Lien invalid against prior mortgage. — No lien, except under the provisions of section one, shall avail as against a mortgage actually existing and duly registered or recorded prior to the filing or recording in the registry of deeds of the notice required by the provisions of this act, and no lien under section one shall avail as against such a mortgage unless the work or labor performed is in the erection, alter-

ation, repair or removal of a building or structure which erection, alteration, repair or removal was actually begun prior to the recording of the mortgage. [Gen. Acts, 1915, c. 292, § 6, as am. by Gen. Acts, 1916, c. 306, § 4.]

529A. Fees for service of civil process. — Repealed by Gen. Acts, 1916, c. 306, § 3.

530. Further notice. — . . . All other parties in interest may appear and have their rights determined in such bill, and at any time before a final decree, upon the suggestion of any party in interest that any other person is or may be interested in the suit, or of its own motion, the court may issue a subpoena to such person, or a precept directing him to appear in said cause on or before a day certain or be forever barred from any rights thereunder. The court may in its discretion provide for notice to absent parties in interest. The terms "party in interest" and "person in interest", as used in this act, shall include mortgagees and attaching creditors. [Gen. Acts, 1915, c. 292, § 4, as am. by Gen. Acts, 1916, c. 306, § 3.]

542. Attachment prior to filing of statement. — The rights of an attaching creditor shall not prevail as against the lien for personal labor provided for in [Gen. Acts, 1915, c. 292, § 1], nor against the claim of a lienor where notice or notices of contract have been filed or recorded in the registry of deeds as provided in section two prior to the recording of the attachment. [Gen. Acts, 1915, c. 292, § 10, as am. by Gen. Acts, 1916, c. 306, § 5.]

6. WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY.

WORKMEN'S COMPENSATION.

591. No compensation unless injury incapacitates for at least ten days. — No compensation shall be paid under [Workmen's Compensation Act] for any injury which does not incapacitate the employee for a period of at least *ten days* from earning full wages, but if incapacity extends beyond the period of *ten days*, compensation shall begin on the eleventh day after the injury. *When compensation shall have begun, it shall not be discontinued except with the written assent of the employee or the approval of the board, or a member thereof: provided, however, that such compensation shall be paid in accordance with section ten of Part II of said chapter seven hundred and fifty-one, as amended by section five of chapter seven hundred and eight of the acts of the year nineteen hundred and fourteen, if the employee in fact earns wages at any time after the original agreement is filed.*

This act shall take effect on the first day of January in the year nineteen hundred and seventeen. [Acts, 1911, c. 751, Pt. II., § 4, as am. by Gen. Acts, 1916, c. 90, §§ 1, 2.]

619. Physicians; fees; reports of impartial physicians admissible as evidence. — The industrial accident board or any member thereof may appoint a duly qualified impartial physician to examine the injured employee and to report. The fee for this service shall be five dollars and travelling expenses, but the board may allow additional reasonable amounts in extraordinary cases, and the association shall reimburse the board for the amount so paid. *The report of the physician shall be admissible as evidence in any proceeding before the industrial accident board or a committee of arbitration, provided that the employee and insurer have seasonably been furnished with copies thereof.* [Gen. Acts, 1916, c. 72, § 1.]

MASSACHUSETTS EMPLOYEES INSURANCE ASSOCIATION.¹

638A. Association may have all rights and powers of domestic mutual liability companies. — The Massachusetts Employees Insurance Association may with the approval of the insurance commissioner have and exercise, within or without the commonwealth, all of the rights, powers and privileges vested in or conferred upon domestic mutual liability companies under general laws, and shall be subject to all the laws now or hereafter in force relating to such companies. [*Gen. Acts, 1916, c. 200, § 2.*]

COMPENSATION FOR INJURIES TO PUBLIC EMPLOYEES.

693. To whom workmen's compensation act shall not apply. — The provisions of Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto shall not apply to any persons *in public employments* other than laborers, workmen and mechanics employed by counties, cities, towns, or districts having the power of taxation. [*Acts, 1913, c. 807, § 7, as am. by Gen. Acts, 1916, c. 307, § 1.*]

7. PENSION AND RETIREMENT SYSTEMS.

EMPLOYEES OF THE COMMONWEALTH.

697. Organization of retirement association. — (a) *Time for joining the association extended.* — Any person who has heretofore given notice in writing to the insurance commissioner that he did not wish to join the retirement association established by Acts, 1911, c. 532, in accordance with clause (1) of section three thereof, may become a member of the said association: *provided*, that he gives notice in writing to the insurance commissioner during the calendar year 1916 that he desires to become a member of the association. [*Acts, 1913, c. 310, § 1, as am. by Gen. Acts, 1916, c. 164, § 1.*]

(b) *Pension for prior service of such new members: how computed.* — *The pension for prior service of any person becoming a member of the retirement association under the provisions of this act shall not be based upon or include any allowance for the period of time between the first day of June, nineteen hundred and twelve, and the date when such person becomes a member of the association.* [*Gen. Acts, 1916, c. 164, § 2.*]

(For an act relative to the transfer of certain teachers employed in training schools maintained and controlled by the board of education from the retirement association for employees of the commonwealth to that for public school teachers, see under *Public School Teachers*, page 18.)

¹ By Gen. Acts, 1916, c.c. 29 and 200 provision was made for the issuance by mutual liability companies of policies covering workmen's compensation.

OTHER EMPLOYEES OF THE COMMONWEALTH.

707A. Retirement system for persons employed in the Prison Service of the Commonwealth. — The board of prison commissioners or its lawful successor, may, with the approval of the governor and council, retire from active service and place upon a pension roll any officer of the state prison, of the Massachusetts reformatory, of the prison camp and hospital, of the state farm, of the reformatory for women, or of any jail or house of correction, or any person employed to instruct the prisoners in any prison or reformatory, as provided in R. L., c. 225, § 44, or any other employee of the state prison, the Massachusetts reformatory or the prison camp and hospital who began employment as such officer or instructor or employee on or before June 7, 1911, who has attained the age of sixty-five years or over and who has been employed in prison service in Massachusetts, with a good record, for not less than twenty years; or who, without fault of his own, has become permanently disabled by injuries sustained in the performance of his duty; or who has performed faithful prison service for not less than thirty years: *provided, however*, that no officer of the state farm shall so be retired except upon the recommendation of the trustees of that institution; and *provided, further*, that no officer of any jail or house of correction shall so be retired except upon the recommendation of the sheriff and county commissioners of the county, except in the county of Suffolk, where the recommendation as to the officers of the jail shall be made by the sheriff and the mayor of the city of Boston, and, as to the officers of the house of correction, by the penal institutions commissioner and the mayor of the city of Boston, and *provided*, that no such officer, instructor or employee shall be retired unless he began employment as such officer, instructor or employee on or before June 7, 1911. [Acts, 1908, c. 611, as last am. by Gen. Acts, 1916, c. 273.]

RETIREMENT SYSTEM FOR PUBLIC SCHOOL TEACHERS.¹

CONSTRUCTION.

SECTION 1. The following words and phrases as used in this act, unless a different meaning is plainly required by the context, shall have the following meanings: —

(6) "Regular interest" shall mean interest *at the rate determined by the retirement board and shall be substantially that which is actually earned, which shall be compounded annually on the last day of December of each year.*

[Acts, 1913, c. 832, § 1, as am. by Gen. Acts, 1916, c. 257, § 1.]

TEACHERS' RETIREMENT ASSOCIATION.

Retirement of teachers and other employees in training schools maintained under the direction of the board of education. — (a) *Teachers employed in certain training schools to be members of the teachers' retirement association.* — All persons employed as teachers in training schools maintained and controlled by the

¹ See Acts 1913, c. 832.

board of education shall be considered as public school teachers for the purposes of Acts, 1913, c. 832, and acts in amendment thereof and in addition thereto, and such a teacher upon becoming a member of the Teachers' Retirement Association shall thereafter pay to the Teachers' Annuity Fund assessments based upon his total salary including the part paid by the commonwealth: *provided*, that the total assessments shall not exceed one hundred dollars in any one year. Such assessments shall be deducted in accordance with rules and regulations prescribed by the teachers' retirement board. Nothing herein contained shall apply to teachers regularly employed in the normal schools who devote some time to training school work, and are therefore subject to the provisions of Acts, 1911, c. 532, and acts in amendment thereof and in addition thereto. [*Gen. Acts, 1916, c. 54, § 1.*]

(b) *Such persons' previous contributions to the retirement fund for employees of the commonwealth to be transferred.* — Teachers now members of the association established by Acts, 1911, c. 532, and acts in amendment thereof and in addition thereto, who, under the provisions of this act, become members of the retirement association established by Acts, 1913, c. 832, and acts in amendment thereof and in addition thereto, shall have the full amount of their contributions, together with such interest as shall have been earned thereon, transferred in the manner prescribed by Gen. Acts, 1915, c. 197. [*Gen. Acts, 1916, c. 54, § 2.*]

(c) *Other employees of certain training schools to be members of the teachers' retirement association.* — All other persons employed in the training schools maintained and controlled by the board of education in buildings owned by the commonwealth shall be considered employees of the commonwealth for the purposes of Acts, 1911, c. 532, and acts in amendment thereof and in addition thereto. All other persons employed in the training schools maintained and controlled by the board of education in buildings not owned by the commonwealth shall not be considered employees of the commonwealth for the purposes of said act. [*Gen. Acts, 1916, c. 54, § 3.*]

(d) *When to take effect.* — This act shall take effect on July 1, 1916. [*Gen. Acts, 1916, c. 54, § 4.*]

STATE TEACHERS' RETIREMENT BOARD.

The board directed to investigate the subject of a disability retirement allowance for public school teachers. — *Resolved*, That the teachers' retirement board is hereby directed to investigate the subject of providing for the retirement of public school teachers in cases of permanent disability. The board is authorized to expend for this purpose a sum not exceeding one hundred dollars, and is directed to report the results of its investigation to the next general court, with such recommendations as it may deem expedient, not later than the fifteenth day of January. [*Res., 1916, c. 152.*]

PAYMENT OF RETIREMENT ALLOWANCES.

SECTION 6.
 . . . (5) Any teacher who shall have become a member of the retirement association under the provisions of paragraph numbered (2) of section three, and who shall have served fifteen years or more in the public schools of the commonwealth, not less than five of which shall immediately precede retirement, shall, on retiring as provided in paragraphs (1) and (2) of this section, be entitled to receive a retirement allowance as

follows: — (a) such annuity and pension as may be due under the provisions of paragraphs numbered (3) and (4) of this section; (b) an additional pension to such an amount that the sum of this additional pension and the pension provided in paragraph (4) of this section shall equal the pension to which he would have been entitled under the provisions of this act if he had paid thirty assessments on his average yearly wage for the fifteen years preceding his retirement and at the rate in effect at the time of his retirement: *provided*, (1) that if his term of service in the commonwealth shall have been over thirty years the thirty assessments shall be reckoned as having begun at the time of his entering service and as drawing *three per cent interest compounded annually* until the time of retirement; and *further provided*, (2) that if the sum of such additional pension together with the annuity and pension provided for by paragraphs numbered (3) and (4) of this section is less than three hundred dollars in any one year, an additional sum sufficient to make an annual retirement allowance of three hundred dollars shall be paid from the pension fund. [*Gen. Acts, 1916, c. 257, § 2.*]

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WITHDRAWAL AND REINSTATEMENT.

SECTION 7.

(2) If such withdrawal shall take place before *six* annual assessments have been paid, the total amount to which such member is entitled as determined by the retirement board under the provisions of this act *may be paid to him in one sum*. [*Gen. Acts, 1916, c. 60, § 1.*]

(3) If such withdrawal shall take place after *six* annual assessments have been paid the amount so refunded shall be in the form of such annuity for life based on the contributions of such member, together with regular interest thereon, as may be determined by the retirement board according to its annuity tables, or in four annual instalments, as such member may elect. [*Gen. Acts, 1916, c. 60, § 2.*]

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(6) If a member of the retirement association shall die before retirement, the full amount of his contributions to the annuity fund with regular interest to the day of his death shall be paid to his legal representatives; *if, however, there is no executor or administrator of the estate of such deceased member, all sums due under this paragraph, not exceeding one hundred dollars in any one case, may be paid to such person or persons as appear in the judgment of the retirement board to be entitled to the proceeds of the estate, and such payment shall be a bar to recovery by any other person*. [*Gen. Acts, 1916, c. 238, § 1.*]

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COUNTIES.

718. Certain pensioners not to be paid for future services. — No person who now or hereafter receives a pension or an annuity from any city or town or any county, *excepting teachers who are now receiving annuities not exceeding the sum of one hundred and eighty dollars per annum*, shall be paid for any service, except service as

a juror, rendered by him to said city, town or county after the date of the first payment of such pension or annuity. [*Acts, 1913, c. 657, as am. by Gen. Acts, 1916, c. 88.*]

719A. Retirement and pensioning of probation officers. — Any probation officer of any court who shall be eligible to a pension for twenty years' service under the provisions of section one of Acts, 1912, c. 723, shall hereafter be retired upon attaining the age of seventy years. [*Gen. Acts, 1916, c. 225, § 1.*]

CITIES AND TOWNS.

736A. Retirement of school janitors and attendance officers in Boston. — (a) *Eligibility for, and amount of, pension.* — The school committee of the city of Boston may retire, with an annual pension, any janitor or attendance officer in the service of the schools who has reached the age of sixty years, after completing a period of not less than twenty-five years in the said service, and who has become physically incapacitated. Such pension shall be equal to one half the compensation to which the pensioner would have been entitled for full employment during the last year of his service, but in no case shall it exceed three hundred and sixty dollars a year. [*Sp. Acts, 1916, c. 257, § 1.*]

(b) *Appropriation provided for.* — The school committee of the city of Boston may annually allot from its appropriation for the support of the public schools the amount necessary to provide the pensions authorized by section one of this act. [*Sp. Acts, 1916, c. 257, § 2.*]

736B. Amount of compensation for certain retired call members of fire departments regulated. — All call members of fire departments of cities except Boston who were retired for disability previous to the twenty-third day of May in the year nineteen hundred and thirteen, shall receive the same compensation provided for call members of fire departments placed on the retired list under the provisions of Acts, 1913, c. 697. [*Gen. Acts, 1916, c. 218, § 1.*]

(a) *To take effect only after acceptance.* — This act shall take full effect in any city upon its acceptance by the city council with the approval of the mayor. [*Gen. Acts, 1916, c. 218, § 2.*]

736C. Pension act for permanent members of the fire department of Haverhill. — (a) *Employees who may be retired.* — The municipal council of the city of Haverhill may retire from active service and place upon the pension roll any permanent member of the fire department of the said city whom the city physician certifies in writing to be permanently disabled, mentally or physically, from further performing duty as such member, by reason of injuries sustained or illness incurred through no fault of his in the actual performance of his duty; or any permanent member of said department who has performed faithful service therein for not less than twenty-five years or has attained the age of sixty years, if in the judgment of the municipal council such member is disabled for actual service in the department: *provided, however,* that any permanent member of said department who has performed faithful service therein for the term of twenty-five years and has attained the age of sixty years shall be retired on his own request. [*Sp. Acts, 1916, c. 263, § 1.*]

(b) *Amount of pension.* — A permanent member of said fire department retired under the provisions of this act shall receive an annual pension, payable monthly,

equal to one half of the stated annual salary or other compensation payable to him during the last year of his service. [*Sp. Acts, 1916, c. 268, § 2.*]

(c) *Act to be submitted to voters.* — This act shall take full effect upon its acceptance by a majority of the voters of the city of Haverhill present and voting thereon at the next state election. The act shall be submitted in the form of the following question to be placed upon the official ballot: — “Shall an act passed by the general court in the year nineteen hundred and sixteen, entitled ‘An Act relative to pensioning permanent members of the fire department of the city of Haverhill’ be accepted?” [*Sp. Acts, 1916, c. 268, § 3.*]

736D. Retirement of members of police departments not within the scope of the law relating to removals in the civil service. — The provisions of Acts, 1911, c. 624, shall not apply to the retirement on a pension of members of police departments in cities who are seventy years of age or more. [*Gen. Acts, 1916, c. 113, § 1.*]

MISCELLANEOUS PROVISIONS.

744A. Commission on Economy and Efficiency to make an investigation relative to pensions for the needy blind. — *Resolved*, That the commission on economy and efficiency be directed to make an investigation relative to the advisability of providing pensions for the needy blind, either as indicated by senate document number two hundred and thirty of the current year, or by such other method as may be deemed desirable, and to report thereon, with any recommendations which the commission may deem expedient, not later than the second Wednesday in January in the year nineteen hundred and seventeen. [*Res., 1916, c. 139.*]

744B. Pledge, mortgage, sale, assignment or transfer of pensions prohibited. — Any pledge, mortgage, sale, assignment, or transfer hereafter made of any right, claim, or interest in any pension which has been, or may hereafter be granted by the commonwealth or by any county, city or town, shall be void and of no effect, and any person who shall be a party to such pledge, mortgage, sale, assignment or transfer of any right, claim, or interest in any pension, or pension certificate, which has been, or may hereafter be granted or issued by the commonwealth or by any county, city or town, or who shall hold the same as collateral security for any debt or promise, or upon any pretext of such security or promise, shall be guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine not exceeding one hundred dollars. [*Gen. Acts, 1916, c. 75.*]

744C. Metropolitan Park Commission may retire certain police officers. — (a) *Conditions under which pensions may be granted.* — The metropolitan park commission may, at the request of any such call officer, if in the judgment of said commission he is disabled for useful service as such call officer, retire him from active service and place him upon the pension roll; providing a physician selected by the commission certifies in writing that such officer is permanently disabled, either mentally or physically, and that by reason of injuries sustained through no fault of his in the actual performance of his duty as a call officer he is unable further to perform his duty as such officer; and every member so retired shall annually receive a pension equivalent to one half of what his annual compensation for continuous service throughout the year would have been at the rate of pay he received from said commission at the time when he received the injury. [*Gen. Acts, 1916, c. 56, § 3.*]

(b) *Annuities to widows of certain officers.* — If any officer employed under this act shall die from injuries received while in the discharge of his duty as an employee of the said commission, and shall leave a widow or, if no widow, any child or children under the age of sixteen years, a sum not exceeding six hundred dollars may be paid as an annuity to the widow so long as she remains unmarried, or for the benefit of the child or children so long as he or any one of them continue under the age of sixteen years, and the metropolitan park commission may, from time to time, determine the amount of such annuity within the limits aforesaid. [*Gen. Acts, 1916, c. 56, § 5.*]

(c) *Pensions or annuities to be paid out of certain appropriations.* — Pensions and annuities granted under this act and any expenses connected therewith shall be paid out of the appropriations for the Metropolitan Parks Maintenance Fund: *provided, however,* that such pensions, annuities and expenses shall not be paid out of any general appropriations made for the maintenance of lands, reservations or parkways under the care and control of said commission, but shall be provided for by specific appropriations for the purpose. [*Gen. Acts, 1916, c. 56, § 6.*]

(d) *Certain other provisions not to apply to officers retired under this act.* — The provisions of R. L., c. 19, § 23, and of Acts, 1904, c. 314, shall not apply to the retirement of a police officer employed under this act. [*Gen. Acts, 1916, c. 56, § 4.*]

8. SMALL LOANS LAW.

856. Rate of interest to be established by supervisor. — The supervisor shall establish the rate of interest to be collected, and in fixing said rate shall have due regard to the amount of the loan and the nature of the security and the time for which the loan is made; *but the total amount to be paid on any loan for interest and expenses shall not in the aggregate exceed an amount equivalent to three per cent a month on the amount actually received by the borrower, computed on unpaid balances; and no licensee or company or association to which this act applies shall charge or receive upon any loan a greater rate of interest than that fixed by the supervisor. No charge, bonus, fee, expense or demand of any nature whatsoever, except as above provided, shall be made upon loans to which this act relates.* [*Acts, 1911, c. 727, § 7, as am. by Gen. Acts, 1916, c. 224.*]

9. INDUSTRIAL EDUCATION.

TEXTILE SCHOOLS.

888A. Appropriation by the commonwealth for evening instruction in the Lowell Textile School. — *Resolved,* That there be allowed and paid out of the treasury of the commonwealth from the ordinary revenue, to the trustees of the Lowell textile school, the sum of fifty thousand dollars for the maintenance of the school from July 1, 1916, to June 30, 1917; and the sum of fifteen hundred dollars for completing the filling, grading and enclosing of the grounds of the school. The city of Lowell is hereby authorized and directed to raise annually by taxation and pay to said trustees such a sum of money, not less than ten thousand dollars, as may be necessary to provide for evening instruction in said school for residents of Lowell. [*Res., 1916, c. 95.*]

AGRICULTURAL SCHOOLS.

IN GENERAL.

926A. Massachusetts Agricultural College may carry out certain practical demonstrations in market gardening. — *Resolved*, That the trustees of the Massachusetts Agricultural College be authorized to make experiments upon some site of land with buildings, leased or rented, within twenty miles of the city of Boston, for the purpose of practical demonstrations in market gardening, and may expend therefor a sum not exceeding \$8,000. [*Res.*, 1916, c. 117.]

926B. Provisions relative to a special investigation of agricultural education. — *Resolved*, That a special commission is hereby established, to be composed of the commission on economy and efficiency, the commissioner of education, and three persons to be appointed by the governor, with the advice and consent of the council, for the purpose of investigating the subject of agricultural education as conducted at the Massachusetts Agricultural College and the development of the agricultural resources of the commonwealth.

The commission shall investigate and report as to the advisability of further expenditures for new buildings, additional equipment, the purchase of land and other improvements at the Massachusetts Agricultural College; as to the present policy of the college, with a view to ascertaining whether the college is meeting in the fullest degree the needs of the commonwealth in respect to agricultural training; as to the use of state and federal appropriations and grants; as to the operation of the farm department; as to the educational and academic instruction, and as to the extension work. The commission shall ascertain to what extent teachers are engaged in activities other than college instruction; to what extent students are taught practical farming; to what extent the college, independently of other agencies, contributes toward farming and agricultural development; to what extent the lands, buildings and equipment may economically be utilized; and the relative cost per capita for the education of state and out-of-state students in the various courses of instruction, including comparisons with other agricultural institutions. The commission shall distinguish the educational from the other activities of the college; shall estimate the cost of possible future development of the college, both for initial appropriations and for maintenance; shall consider the elimination of certain activities, and a revision of the courses of study in respect to the character of the studies, the amount of time devoted to them, and otherwise. The commission shall ascertain what return, if any, in respect to the agricultural activities of the people of the commonwealth, is made by graduate state-educated students, and what benefits, if any, might accrue to the welfare or development of agriculture in the commonwealth by a co-ordination of the Massachusetts Agricultural College, the state board of agriculture, the forestry department and the department of animal industry, or any of them, in order that certain obvious existing duplications and overlappings of activity may be eliminated, and that the work of the said departments may be done more effectively and economically.

The commission shall report what operations connected with agriculture, the expenses of which are paid by the state, can best be carried on at the college rather than under the direction of the board of agriculture, and what operations now carried on at the college can better be performed under the direction of the board of agriculture.

The commission shall further report whether for the advancement of agriculture in Massachusetts it is advisable that the college be continued as at present organized.

The commission shall give public hearings, and shall be allowed for necessary expenses such sums, not exceeding seventy-five hundred dollars, as may be approved by the governor and council. The commission shall report in print on or before Jan. 10, 1917, and shall include in its report drafts of any bills necessary to carry out its recommendations. [*Res., 1916, c. 106.*]

MISCELLANEOUS.

936A. Independent industrial shoemaking school may be established in Lynn. — (a) *Question to be submitted to the voters.* — At the next state election there shall be placed upon the official ballot for the city of Lynn the following question: — "Shall the city of Lynn establish an Independent Industrial Shoemaking School?" [*Sp. Acts, 1916, c. 174, § 1.*]

(b) *Appointment of trustees; compensation, etc.* — If a majority of the voters voting upon the question aforesaid vote in the affirmative, the governor, with the advice and consent of the council, shall appoint eight persons, residents of the city of Lynn, two of whom shall be representatives of the laboring class, to serve as follows: — two for one year, two for two years, two for three years, and two for four years; and thereafter two persons shall be appointed annually for the term of four years, but every appointee under this act shall serve until his successor has qualified. The said persons together with the mayor of Lynn shall be known as Trustees of the Independent Industrial Shoemaking School of the City of Lynn. They shall serve without compensation, but shall be reimbursed for their necessary expenses, and the sums so paid shall be charged as a part of the maintenance expense of the school. [*Sp. Acts, 1916, c. 174, § 2.*]

(c) *Renting and equipping of buildings.* — The said trustees are hereby authorized to determine the situation of the said school, subject to the approval of the board of education, and to expend annually for rent of suitable floor space for the school a sum not exceeding six thousand dollars until such time as it is deemed expedient to purchase, construct or alter a building for the use of the school. After the said school is established and equipped, the city of Lynn shall annually raise by taxation such sums as may be needed for its maintenance and operation. [*Sp. Acts, 1916, c. 174, § 3.*]

(d) *Cost; issuance of bonds.* — The cost of establishing and equipping the said school shall be paid by the city of Lynn, and for this purpose the municipal council is hereby authorized to issue bonds of the city to an amount not exceeding twenty thousand dollars, for terms not exceeding ten years, and at a rate of interest not exceeding four per cent per annum payable semi-annually. The bonds shall be issued and shall be payable in accordance with the provisions of chapter seven hundred and nineteen of the acts of the year nineteen hundred and thirteen. Each authorized issue of bonds hereunder shall constitute a separate loan. [*Sp. Acts, 1916, c. 174, § 4.*]

(e) *Statutes governing the maintenance of the school.* — The school established under this act shall be established and maintained as an approved school, subject to the provisions of Acts, 1911, c. 471, and of any amendments thereof, and the city of Lynn shall be reimbursed for the expenditures incurred in its maintenance in the manner and to the extent provided for the reimbursement of cities and towns by the said chapter and any amendments thereof. [*Sp. Acts, 1916, c. 174, § 5.*]

10. LABOR DISPUTES.

STRIKES AND LOCKOUTS.

972. Penalty. — Any person, firm, association or corporation violating any provision of this act shall upon complaint of and after investigation by the *state board of labor and industries* be punished by a fine not exceeding one hundred dollars for each offence. [*Acts, 1910, c. 445, as last am. by Acts, 1914, c. 347, § 4, Gen. Acts, 1915, c. 108, and by Gen. Acts, 1916, c. 143, § 1.*]

973. Determination of the normality of business after a strike. — The provisions of this act shall cease to be operative when the state board of conciliation and arbitration shall determine that the business of the employer, in respect to which the strike or other labor trouble occurred, is being carried on in the normal and usual manner and to the normal and usual extent. *Upon the application of the employer, this question shall be determined by said board, but only after a full hearing at which all persons involved shall be entitled to be heard and be represented by counsel. The board shall give at least three days' notice of the hearing to the strikers and employees by publication in at least three daily newspapers published in the commonwealth.* [*Acts, 1910, c. 445, as last am. by Acts, 1914, c. 347, § 5, and by Gen. Acts, 1916, c. 89.*]

11. LICENSED OCCUPATIONS.

(For licensing of minors, see under Women and Children.)

HAWKERS AND PEDLERS.

984. Hawkers and pedlers defined. — Whoever, except itinerant vendors, wholesalers or jobbers having a permanent place of business in this commonwealth and selling to dealers only, and commercial agents or other persons selling at wholesale by sample, lists, catalogues or otherwise for future delivery, goes from town to town or from place to place in the same town carrying for sale or barter, or exposing for sale or barter, goods, wares or merchandise, shall be deemed a hawker or pedler within the meaning of this chapter. Hawkers and pedlers selling, *bartering*, or exposing for sale or barter, goods, wares or merchandise, except as permitted by the provisions of this chapter, shall forfeit not more than two hundred dollars for each offence, to be equally divided between the *commonwealth and the city or town in which the offence is committed.* [*R. L., c. 65, § 13, as am. by Gen. Acts, 1916, c. 242, § 1.*]

985. Sale of certain articles prohibited. — The sale by hawkers or pedlers of jewelry, furs, wines, spirituous liquors and playing cards is prohibited. [*R. L., c. 65, § 14, as am. by Gen. Acts, 1916, c. 242, § 2.*]

986. Certain articles may be sold without a license. — Hawkers and pedlers may sell without a license books, newspapers, pamphlets, fuel, provisions, *yeast*, ice, live animals, brooms, agricultural implements, hand tools used in making boots and shoes, *gas or electric fixtures and appliances, flowering plants, wild or uncultivated flowers, fruits, nuts and berries; and fruit, agricultural and other products, if such fruit and products are those of their own labor or of the labor of their families: provided, that such sales are not made in violation of an ordinance or by-law of the city or town.* . . . [*R. L., c. 65, § 15, as last am. by Gen. Acts, 1916, c. 48, and by Gen. Acts, 1916, c. 242, § 3.*]

987. Cities and towns may license hawkers and pedlers.— . . . Cities and towns may by ordinance or by by-law, not inconsistent with the provisions of this chapter, regulate the sale and exposing for sale by hawkers and pedlers of said articles *without the payment of any fee*, and may affix penalties for the violation of such regulations. *Cities and towns* may require hawkers and pedlers of *fish*, fruit and vegetables to be licensed, provided that the license fee does not exceed that prescribed by [R. L., c. 65, § 19, see paragraph 990], *as amended*, for a license embracing the same territorial limits. *But a person who peddles only fruits and vegetables or other farm products, raised or produced by himself or family*, shall not be deemed a hawker or pedler under the provisions of this chapter. [R. L., c. 65, § 15, *as last am. by Gen. Acts, 1916, c. 48, and by Gen. Acts, 1916, c. 242, § 3.*]

989. Special licenses may be granted.— The commissioner of weights and measures may grant a license to go about exposing for sale *or barter* and selling *or bartering* any goods, wares or merchandise, *the sale of which is not prohibited by* [R. L., c. 65, § 14], to any person who files in his office a certificate signed by the mayor of a city or by a majority of the selectmen of a town, stating that to the best of his or their knowledge and belief the applicant therein named is of good repute as to morals and integrity, and is, or has declared his intention to become, a citizen of the United States. The mayor or selectmen, before granting such certificate, shall require the applicant to make oath that he is the person named therein, and that he is, or has declared his intention to become, a citizen of the United States. *The oath shall be certified by a justice of the peace and shall accompany the certificate. The commissioner shall cause to be inserted in every such license the amount of the license fee and the name of the city or town for which it is issued.* . . . [R. L., c. 65, § 19, *as last am. by Gen. Acts, 1915, c. 253, § 1, and by Gen. Acts, 1916, c. 242, § 6.*]

990. Fees for licenses.— . . . The licensee may sell *or barter* in any city and town mentioned in his license any goods, wares or merchandise, not prohibited in section fourteen, upon payment to the *commissioner* of the following fees: for each town containing not more than one thousand inhabitants, according to the then latest census, state or national, *four* dollars; for each town containing more than one thousand and not more than two thousand inhabitants, *seven* dollars; for each town containing more than two thousand and not more than three thousand inhabitants, *nine* dollars; for each town containing more than three thousand and not more than four thousand inhabitants, *eleven* dollars; and for each city and for all other towns, *eleven* dollars, and one dollar for every one thousand inhabitants thereof over four thousand; but the fee shall in no case exceed twenty-six dollars, and the amount paid shall be certified on the face of the license. *The commissioner shall retain one dollar for every city and town named in each of the above described licenses, and shall pay over to the respective cities and towns at least semi-annually the balance of said fees so received.* The commissioner may grant, as aforesaid, special state licenses upon payment by the applicant of fifty dollars for each license; and the licensee may expose for sale *or barter* in any city or town in the commonwealth *any fish, fruits, vegetables, or other* goods, wares or merchandise, the sale of which is not prohibited by statute. [R. L., c. 65, § 19, *as last am. by Gen. Acts, 1915, c. 253, § 1, and by Gen. Acts, 1916, c. 242, § 6.*]

991. Special county licenses.— The commissioner of weights and measures may also grant as aforesaid special county licenses *for each county mentioned therein*; and the licensee may expose for sale *or barter* within such county any goods, wares or

merchandise manufactured by himself or by his employer and not prohibited in [R. L., c. 65, § 14], upon paying to the *commissioner* the amounts following: for Suffolk, Essex, Middlesex and Worcester, each, *five* dollars; for Norfolk, Plymouth, Bristol, Berkshire and Hampden, each, *four* dollars; for Franklin, Hampshire and Barnstable, each, *three* dollars; and for Dukes County and Nantucket, each, *two* dollars. *The license shall describe the manufactured article or articles to be sold or bartered under it and shall not authorize the sale or barter of any other article by the licensee. The commissioner shall retain one dollar for every county named in each of the above described licenses, and shall pay over to the treasurers of the respective counties at least semi-annually the balance of said fees so received.* [R. L., c. 65, § 20, as am. by Gen. Acts, 1915, c. 253, § 2, and by Gen. Acts, 1916, c. 242, § 7.]

994. Records of licenses. — The commissioner of weights and measures shall keep a record of all licenses granted by him, with the number of each, the name and residence of the licensee, and the counties, cities and towns, if any, mentioned therein, and of all transfers of licenses; and *all such records shall be open to public inspection. This chapter or a synopsis thereof shall be printed on every license.* All licenses granted under the provisions of this chapter shall bear date of the day on which they are issued, and shall continue in force for one year from *that* date. [R. L., c. 65, § 23, as am. by Gen. Acts, 1915, c. 253, § 4, and by Gen. Acts, 1916, c. 242, § 8.]

995. Fees. — All of the aforesaid fees paid to the commissioner shall be for the use of the commonwealth; and all such fees paid to the treasurer of a county, city or town shall be for the use of the county, city or town. Any license granted by the commissioner of weights and measures under the provisions of this chapter, or of any act in amendment thereof or in addition thereto, may be revoked by the commissioner upon conviction of the licensee of any crime which, in the judgment of the commissioner, warrants such revocation. *Whenever any person is convicted of a violation of any provision of this chapter or a licensee is convicted of any crime, the commissioner shall be notified by the clerk or trial justice of the court in which the conviction occurred.* [R. L., c. 65, § 24, as last am. by Gen. Acts, 1915, c. 253, § 5, and by Gen. Acts, 1916, c. 242, § 9.]

996. Licensee to carry his license, endorsed; and to be provided with badges, etc. — Every person licensed to peddle as aforesaid *shall endorse his usual signature upon his license. The licensee shall produce his license for inspection when the same is demanded of him by a mayor, alderman, selectman, commissioner or inspector or sealer of weights and measures, city or town treasurer or clerk, constable, police officer or justice of the peace, and if he fails or refuses so to do shall be subject to the same penalty as if he had no license. The commissioner of weights and measures shall, at the expense of the licensee, provide a badge for each foot pedler and plates or tags for each pack, parcel, wagon, or other vehicle used in peddling. Such badges, plates or tags shall bear the number of the license, the word "pedler", and such other information as the commissioner may deem necessary. Each foot pedler shall wear his badge in a conspicuous place, and each wagon or other vehicle shall bear the name of the licensee plainly inscribed or painted on the body of the vehicle, and shall also have attached to the front or side of the body of the vehicle, in a place where it may readily and plainly be seen, the plate or tag provided by the commissioner with the license number attached thereto.* [R. L., c. 65, § 25, as am. by Gen. Acts, 1915, c. 253, § 6, and by Gen. Acts, 1916, c. 242, § 10.]

997. License not to defeat a prosecution. — No license to go about offering

for sale, *bartering* or selling as aforesaid shall defeat or bar a prosecution against the person licensed, if it is proved that he exposed for sale any articles, except such as are permitted by section 15 [see paragraph 986], in a county, city or town in which he was not licensed to sell. [*R. L., c. 65, § 26, as am. by Gen. Acts, 1916, c. 242, § 11.*]

998. Counterfeiting of license. — Whoever counterfeits or forges a license, or has a counterfeited or forged license in his possession with intent to utter or use the same as true, knowing it to be false or counterfeit, and whoever attempts to sell under a license which has expired or is forfeited, *or which has not been issued or transferred to him*, or has in his possession another's license with intent to use the same, *shall be punished by a fine not exceeding one thousand dollars.* [*R. L., c. 65, § 27, as am. by Gen. Acts, 1916, c. 242, § 12.*]

1000. Violation of pedler's law. — The commissioner and inspectors of weights and measures of the commonwealth and, within their respective cities and towns, sealers or deputy sealers of weights and measures, constables and police officers shall arrest and prosecute every hawker and pedler, *and itinerant vendor*, whom they may have reason to believe guilty of violating the provisions of this chapter relating to hawkers and pedlers *and itinerant vendors.* [*R. L., c. 65, § 29, as am. by Gen. Acts, 1915, c. 253, § 7, and by Gen. Acts, 1916, c. 120, § 6.*]

CHAUFFEURS.

(For complete legislation, rules, and regulations governing the licensing of chauffeurs and the operation of motor vehicles, see manuals issued by the Massachusetts Highway Commission.)

1069. Fees. — The commission or its authorized agents shall collect fees as follows:

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For every original operator's or chauffeur's license to operate automobiles, two dollars.

For every renewal of any operator's or chauffeur's license to operate automobiles, *one dollar.*

For every examination given to an applicant for a license or for the renewal of a license to operate motor vehicles, two dollars.

For every additional copy of a certificate of registration or license, fifty cents.

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[*Acts, 1909, c. 534, § 29, as am. by Acts, 1914, c. 695, and by Gen. Acts, 1916, c. 140.*]

1070B. Licensing by cities and towns of motor vehicles carrying passengers for hire authorized. — (*a*) *Cities and towns given such authority; bond to be filed.* — Cities and towns shall have authority to license and regulate the transportation of passengers for hire as a business between fixed and regular termini by means of any motor vehicle, except the trackless trolley vehicle, so-called, not running on tracks or rails, and may impose reasonable license fees, make regulations for the operation of such vehicles within their own limits, and impose suitable penalties for the violation of such regulations: *provided, however*, that no such motor vehicle shall be operated as aforesaid until the licensee of the vehicle, in addition to complying with all regulations of the city or town in which the vehicle is to be operated, shall have deposited with the treasurer of any city or town in which a license has been taken out, security by bond or otherwise, approved by the city or town treasurer, in such

sum as the city or town may reasonably require, conditioned to pay any final judgment obtained against the principal named in the bond for any injury to person or property, or damage for causing the death of any person, by reason of any negligent or unlawful act on the part of the principal named in said bond, his or its agents, employees or drivers, in the use or operation of any such vehicle. Any person so injured or damaged may sue on the bond in the name of the city or town treasurer, and damages so recovered shall go to the person injured or damaged. [*Gen. Acts, 1916, c. 293, § 1.*]

(b) *Not more than one bond necessary.* — Nothing in this act shall be construed as requiring the licensee to file more than one bond, which shall be filed in any city or town in which a license has been taken out. [*Gen. Acts, 1916, c. 293, § 2.*]

(c) *To take effect only upon acceptance.* — This act shall take full effect in cities upon its acceptance by the city council, and in towns upon its acceptance by the voters of the town at any duly called town meeting. For the purpose of submitting this act to cities and to towns, it shall take effect upon its passage. [*Gen. Acts, 1916, c. 293, § 3.*]

12. PUBLIC EMPLOYMENT.

(See also under Workmen's Compensation and Pension and Retirement Systems.)

CIVIL SERVICE LAW.

1102A. Peabody school janitors under civil service. — The janitors of the public schools of the town of Peabody shall hereafter be subject to the civil service laws and regulations, and their tenure shall be permanent, except that they may be removed in accordance with said laws and regulations; but the janitors now in service may continue therein without civil service examination.

This act shall take effect upon its acceptance by the selectmen of said town. [*Sp. Acts, 1916, c. 273, §§ 1, 2.*]

1102B. Superintendent of Fall River Municipal Hospitals and Dispensaries to be under civil service. — The general superintendent of municipal hospitals and dispensaries in the city of Fall River shall hereafter be placed under the civil service laws and regulations, and his term of office shall be permanent, except that he may be removed in accordance with the civil service laws and the regulations made thereunder. But the person now holding said office may continue therein without passing the civil service examination. [*Sp. Acts, 1916, c. 313.*]

1102C. Civil service extended to cover members of fire department in West Springfield. — The provisions of R. L., c. 19, and all acts in amendment thereof and in addition thereto, are hereby made applicable to all present and future members of the fire department of the town of West Springfield.

This act shall be submitted to the voters of the town of West Springfield at the next regular town meeting or at any special town meeting duly called for the purpose, and if accepted by a majority of the voters voting thereon, shall thereupon take full effect. For the purpose of being submitted to the voters as aforesaid this act shall take effect upon its passage. [*Sp. Acts, 1916, c. 350, §§ 1, 2.*]

1102D. Marlborough city marshal or chief of police to be under civil service. — The provisions of R. L., c. 19, and all acts in amendment thereof and in addition thereto, and the civil service rules made thereunder, and all acts now or here-

after in force relating to the appointment and removal of police officers, shall apply to the city marshal or chief of police of the city of Marlborough.

This act shall be submitted to the voters of the city of Marlborough at the next municipal election, and shall take effect upon its acceptance by a majority of the voters voting thereon; otherwise it shall not take effect. [*Sp. Acts, 1916, c. 351, §§ 1, 2.*]

1102E. Revere chief of police to be under civil service. — The provisions of R. L., c. 19, and all acts in amendment thereof and in addition thereto, and the civil service rules made thereunder, and all acts now or hereafter in force relating to the appointment or removal of members of the police department of the city of Revere, shall apply to the chief of said department.

This act shall be submitted to the voters of the city of Revere at the next municipal election, and if accepted by a majority of the voters voting thereon shall thereupon take full effect; otherwise it shall not take effect. [*Sp. Acts, 1916, c. 360, §§ 1, 2.*]

1102F. Beverly chief of police to be under civil service. — The provisions of chapter nineteen of the Revised Laws, and all acts in amendment thereof and in addition thereto, and the civil service rules and regulations made thereunder, and all acts now or hereafter in force relating to the appointment and removal of police officers, shall apply to the chief of police of the city of Beverly.

This act shall be submitted to the voters of the city of Beverly at the next municipal election and shall take effect upon its acceptance by a majority of the voters voting thereon; otherwise it shall not take effect. [*Sp. Acts, 1916, c. 364, §§ 1, 2.*]

1102G. Watertown inspector of poles and wires to be under the civil service. — The provisions of R. L., c. 19, and all acts in amendment thereof and in addition thereto, and the civil service rules and regulations made thereunder, shall apply to the inspector of poles and wires of the town of Watertown.

This act shall be submitted to the voters of the town of Watertown at the next annual town meeting and shall take effect upon its acceptance by a majority of the voters voting thereon; otherwise it shall not take effect. [*Sp. Acts, 1916, c. 365, §§ 1, 2.*]

1113A. Law relating to removals, etc., in the civil service not applicable to retirement of certain policemen. — The provisions of Acts, 1911, c. 624, shall not apply to the retirement on a pension of members of police departments in cities who are seventy years of age or more. [*Gen. Acts, 1916, c. 113, § 1.*]

1114A. Metropolitan Park Commission to employ more police officers. — The metropolitan park commission is authorized to appoint and employ as a call officer for temporary police duty on reservations and parkways under its control, any member of the reserve police force of any city or town within the metropolitan parks district, or any person on the list of the civil service commission as eligible for appointment to any such reserve police force: *provided*, that no such person shall so be employed for more than six months, in all, in any calendar year; and *provided, also*, that the assent of the chief of police of the city or town shall first be obtained for the employment of any member of the reserve police force of such city or town as herein provided. Employment by the said commission of any such reserve police officer shall not prevent his employment by the city or town in which he resides whenever his services may be required by the chief of police of the city or town.

Any person appointed or employed in accordance with the provision of this act shall, while on duty, have all the powers and authority conferred upon police officers

of the metropolitan park commission by Acts, 1897, c. 121, § 3. [*Gen. Acts, 1916, c. 56, §§ 1, 2.*]

1114B. Certain employees of the Board of Gas and Electric Light Commissioners not subject to civil service. — Any present employee of the board of gas and electric light commissioners may be promoted, or reappointed at the end of his term of office, without being subjected to a civil service examination. The term of office of the present clerk of the board shall not be affected by this act. [*Gen. Acts, 1916, c. 220, § 3.*]

1133. Time within which lamplighters may be appointed to certain positions in Boston extended. — Any person who was engaged in the occupation of lamplighter lighting the gas lamps in the streets, alleys, public grounds and parks of the city of Boston, on January 1, 1913, and who has lost or shall within *six* years from said first day of January lose his position by reason of a change in the street lighting methods employed by the city, may in the discretion of the mayor of said city be appointed to a position as laborer in the labor service of any department of the city for which such lamplighter is qualified and fitted by previous training and experience, or subject to the approval of said mayor by the head of any such department of said city without being subject as to his appointment to civil service rules, and without undergoing a civil service examination, and thereupon he shall be registered upon the list in the class to which he has been appointed and shall be subject to civil service laws and rules. [*Acts, 1913, c. 344, as am. by Acts, 1914, c. 440, § 1, and by Sp. Acts, 1916, c. 296, § 1.*]

1134. To take effect upon acceptance by mayor and city council. — This act shall take effect upon its acceptance by the mayor and the city council of the city of Boston. [*Acts, 1913, c. 344, as am. by Acts, 1914, c. 440, § 2, and by Sp. Acts, 1916, c. 296, § 2.*]

NOTE. — Acts, 1913, c. 344, and Acts, 1914, c. 440, were accepted by the mayor of Boston and the city council on April 4, 1913 and August 18, 1914 respectively.

1144A. Definition of "call men" in fire departments. — The term "call men or part call men" as used in Acts, 1913, c. 487, § 1, as amended by Acts, 1914, c. 138, shall be construed to include substitute call men. [*Gen. Acts, 1916, c. 119, § 1.*]

WAGES AND SALARIES.

1158A. Examination and report relative to salaries of certain state and county employees. — *Resolved*, That there be allowed and paid out of the treasury of the commonwealth from the ordinary revenue, a sum not exceeding two thousand dollars to be expended, by order of the governor and council, in making an examination and report relative to the salaries and other compensation paid to certain state and county officials and employees, in response to a request of the general court embodied in an order adopted in the senate on the sixteenth day of March, and in the house of representatives on the seventeenth day of March, in the current year. [*Res., 1916, c. 94.*]

1179A. Appropriation for payment of increase of wages due certain prison employees. — *Resolved*, That there be allowed and paid out of the treasury of the commonwealth, with the approval of the superintendent of the reformatory for women and the board of prison commissioners, to persons entitled thereto, certain sums of

money, not exceeding twenty-six hundred dollars, which should have been paid under Acts, 1914, c. 458, being an act relative to the wages of male laborers at the reformatory for women, from April thirty, nineteen hundred and fourteen, the date on which the said act was approved, until the twentieth day of September, nineteen hundred and fifteen. [*Res.*, 1916, c. 118.]

1181A. Wages of assistant engineers at the state house. — The compensation of the assistant engineers employed in the state house shall hereafter be fourteen hundred dollars a year. [*Gen. Acts*, 1916, c. 267, § 1.]

1181B. Wages of helpers in the engineer's department in the state house. — The salaries of the helpers in the engineer's department in the state house shall be nine hundred dollars a year. [*Gen. Acts*, 1916, c. 254, § 1.]

1181C. Wages of firemen employed at the state house. — The firemen employed in the state house shall be paid nineteen dollars and twenty-five cents per week. [*Gen. Acts*, 1916, c. 255, § 1.]

1182A. Wages of assistant engineers at the state prison. — There shall be not more than three assistant engineers at the state prison whose salaries shall not exceed eleven hundred dollars per annum. [*Gen. Acts*, 1916, c. 278, § 1.]

HOURS OF LABOR.

1193. Eight hours to constitute a day's work for public employees. — The service of all laborers, workmen and mechanics, now or hereafter employed by the commonwealth or by any county therein or by any city or town which has accepted the provisions of R. L., c. 106, § 20, or of Acts, 1909, c. 514, § 42, or by any contractor or sub-contractor for or upon any public works of the commonwealth or of any county therein or of any such city or town, is hereby restricted to eight hours in any one calendar day, *and to forty-eight hours in any one week*, and it shall be unlawful for any officer of the commonwealth or of any county therein, or of any such city or town, or for any such contractor or sub-contractor or other person whose duty it shall be to employ, direct or control the service of such laborers, workmen or mechanics to require or permit any such laborer, workman or mechanic to work more than eight hours in any one calendar day, *or more than forty-eight hours in any one week*, except in cases of extraordinary emergency. Danger to property, life, public safety or public health only shall be considered cases of extraordinary emergency within the meaning of this section. In cases where a Saturday half holiday is given the hours of labor upon the other working days of the week may be increased sufficiently to make a total of forty-eight hours for the week's work. Threat of loss of employment or to obstruct or prevent the obtaining of employment or to refrain from employing in the future, shall each be considered to be "requiring" within the meaning of this section. Engineers shall be regarded as mechanics within the meaning of this act. (See paragraphs 1196 and 1196A for other sections of this act.) [*Acts*, 1909, c. 514, § 37, *as am. by Acts*, 1911, c. 494, § 1, and *by Gen. Acts*, 1916, c. 240, § 1.]

1196. Act not to apply in certain cases. — This act (see also paragraphs 1193 and 1196A, which are sections 1 and 3 respectively of this act) shall not apply to the preparation, printing, shipment and delivery of ballots to be used at a caucus, primary, state, city or town election, nor during the sessions of the general court to persons employed in legislative printing or binding; nor shall it apply at any time to persons

employed in any state, county or municipal institution, on a farm, or in the care of the grounds, in the stable, in the domestic or kitchen and dining room service or in store rooms or offices, *nor to persons employed by the trustees of the Massachusetts nautical school, on boats maintained by the district police for the enforcement of certain laws in the waters of the commonwealth, or in connection with the care and maintenance of state armories.* [Acts, 1911, c. 494, § 4, as am. by Gen. Acts, 1916, c. 240, § 2.]

1196A. When act is to take effect. — This act (for other sections, see above, paragraphs 1193 and 1196) shall take effect on July 1, 1916: *provided, however*, that the provisions of section one shall not take effect in any city until accepted by vote of the city council, approved by the mayor, or by vote of the commission in any city under a commission form of government, nor in any town until accepted by the voters thereof at an annual meeting or at a special meeting called for the purpose. [Gen. Acts, 1916, c. 240, § 3.]

VACATIONS, HALF HOLIDAYS AND "DAYS OFF."

1211A. Vacations for employees of the Boston Municipal Printing Plant. — Employees of the municipal printing plant of the city of Boston who have been regularly employed therein for one year or more shall be granted annually a vacation of two weeks without loss of pay, at such times as in the opinion of the superintendent of the printing plant will cause the least interference with the regular work of the said plant. [Sp. Acts, 1916, c. 129, § 1.]

1212A. "Days off" for members of Leominster fire department. — Members of the fire department of the city of Leominster, in addition to any annual vacation now or hereafter allowed, shall be excused from duty for one out of every five days, without loss of pay, at such times and in such manner as the chief, or other officer or board at the head of the fire department shall determine, subject to the right of the chief, or other officer or board, in case of a public emergency, to suspend the said privilege: *provided*, that the day off shall be granted as soon thereafter as is practicable. [Sp. Acts, 1916, c. 144, § 1.]

1212B. Act to be submitted to voters for acceptance. — This act shall be submitted to the voters of the city of Leominster at the next municipal election therein, and shall take effect upon its acceptance by a majority of the voters voting thereon; otherwise, it shall not take effect. [Sp. Acts, 1916, c. 144, § 2.]

1217. Half holiday for certain laborers and mechanics, etc. — Laborers and mechanics in the service of the metropolitan water and sewerage board or the metropolitan park commission, except those employed in the pumping stations of the metropolitan water and sewerage board and at the bath-houses under the control of the metropolitan park commission, shall be given a half holiday each week without loss of pay, and, if practicable, the half holiday shall be on Saturday. If, however, the public service so requires, the metropolitan park commission and the metropolitan water and sewerage board may at any time during the year give to the laborers and mechanics in their service, in lieu of the said half holidays, days off duty without loss of pay equivalent in time to the half holidays which would otherwise be given under this act. [Acts, 1912, c. 528, § 1, as am. by Acts, 1914, c. 455, and by Gen. Acts, 1916, c. 258.]

MISCELLANEOUS.

1237A. Appointment and salaries of certain employees in the insurance department. — The commissioner may, with the approval of the governor and council, appoint, and with their consent remove, a first deputy commissioner at an annual salary of thirty-five hundred dollars, a chief examiner at an annual salary of three thousand dollars, an examiner at an annual salary of twenty-five hundred dollars, an actuary at an annual salary of twenty-five hundred dollars, an assistant actuary at an annual salary of two thousand dollars, and, at salaries subject to like approval, such additional deputies, examiners and inspectors as the service may require. He may employ in his department auditors, clerks and assistants at an expense not exceeding such amount as the general court may annually appropriate. In case of a vacancy in the office of commissioner, and during his absence or disability, the first deputy commissioner shall perform the duties of the office, or, in case of the absence or disability of such first deputy, the deputy commissioner who has been longest in the service of the insurance department. . . . Acts, 1912, cc. 149, 407, 684 are hereby repealed. [Acts, 1907, c. 576, § 5, as am. by Acts, 1911, c. 292, and by Gen. Acts, 1916, c. 40, §§ 1, 2.]

1237B. Director of the Massachusetts Bureau of Prisons may employ an additional agent. — [The Director of the Massachusetts Bureau of Prisons] is hereby authorized to employ an additional woman agent, at a salary of one thousand dollars a year. [Gen. Acts, 1916, c. 249, § 1.]

1237C. Compensation to be allowed state employees while serving in the militia. — Any person in the service of the commonwealth shall be entitled, during the time of his service in the organized militia under the provisions of sections one hundred and forty-one, one hundred and forty-two, one hundred and fifty-one, one hundred and fifty-two and one hundred and sixty of chapter six hundred and four of the acts of the year nineteen hundred and eight, and acts in amendment thereof and in addition thereto, to receive pay therefor, without loss of his ordinary remuneration as an employee or official of the commonwealth, and shall also be entitled to the same leaves of absence or vacation with pay given to other like employees or officials. [Gen. Acts, 1916, c. 126.]

13. PRISON LABOR.

INDOOR LABOR.

1311-1361. Abolition of the Board of Prison Commissioners and the boards of parole and the establishment of the Massachusetts Bureau of Prisons. — The board of prison commissioners existing under authority of R. L., c. 222, the offices of chairman and secretary thereof, the office of deputy commissioner established under Acts, 1913, c. 829, the board of parole for the state prison and the Massachusetts reformatory and the board of parole for the reformatory for women established by said chapter eight hundred and twenty-nine, are hereby abolished. All the rights, powers, duties and obligations conferred and imposed by law on said board of prison commissioners, or any member thereof, except as is hereinafter provided, are hereby transferred to and shall hereafter be exercised and performed by the director of the

Massachusetts bureau of prisons established by this act, who shall be the lawful successor of said board. All the rights, powers, duties and obligations conferred and imposed by law on said boards of parole are hereby transferred to and shall hereafter be exercised and performed by the board of parole of the Massachusetts bureau of prisons established by this act, which board shall be the lawful successor of said boards. All appointees and employees of said boards except as is otherwise provided in this act, shall as temporary appointees continue to perform their duties, upon the same terms as heretofore, until removed under the authority of this act and shall be eligible for re-employment hereunder without further examination. [*Gen. Acts, 1916, c. 241, § 1.*]

1311-1361. Establishment and membership of the new bureau.¹ — The Massachusetts bureau of prisons is hereby established, to consist of a director of prisons, not more than two deputies, an advisory prison board of five members, of whom three shall be men and two shall be women, and a board of parole of three members. Said bureau shall be furnished with suitable quarters in the state house. [*Gen. Acts, 1916, c. 241, § 2.*]

1312. Removal of prisoners. — [The director of the Massachusetts bureau of prisons] may remove prisoners from the Massachusetts reformatory, the state farm, and the jails and houses of correction to the *camp section of the prison camp and hospital, and from the state prison such prisoners other than those serving sentences for life as have shown by their conduct and disposition that they would be amenable to less rigorous discipline and would benefit from work in the open air*, and may, at any time, return them to the place of imprisonment from which they were removed. [*R. L., c. 225, § 96, as am. by Acts, 1905, c. 240, § 1, and by Gen. Acts, 1916, c. 76, § 1.*]

RECLAMATION OF LANDS.

1350. Establishment of prison camp. — After such land has been so taken, the prison commissioners, with the approval of the governor and council, shall cause iron buildings of cheap construction to be erected thereon for the accommodation of prisoners. When such buildings are ready for occupancy, the governor may issue his proclamation establishing on such land a [Prison Camp and Hospital] for prisoners, and the prison commissioners may appoint a superintendent thereof, who shall hold his office at their pleasure, give such bond as they require, receive such salary as they determine and who shall have the custody of all prisoners removed thereto. The superintendent, with the approval of the prison commissioners, may appoint and determine the compensation of assistants, and they shall hold their office at his pleasure. [*R. L., c. 225, § 65, as am. by Gen. Acts, 1916, c. 183, § 1.*]

1356A. Use of prison labor in improvement of lands at the Rutland Sanatorium. — *Resolved*, That there be allowed and paid out of the treasury of the commonwealth, to be expended at the Rutland state sanatorium by the trustees of hospitals for consumptives, a sum not exceeding five thousand dollars for the employment of prison labor in the improvement of lands and in other work. [*Res., 1916, c. 108.*]

¹ For other sections of the above act relative to the new bureau and board of parole, see General Acts, 1916, c. 241.

14. LEGAL HOLIDAYS.

1362. January 1, a legal holiday — referendum. — The words “legal holiday” shall include *the first day of January*, the twenty-second day of February, the nineteenth day of April, the thirtieth day of May, the fourth day of July, the first Monday of September, the twelfth day of October, Thanksgiving day and Christmas day, or the day following when any of the *five* days first mentioned, the twelfth day of October or Christmas day occurs on Sunday; and the public offices shall be closed on all of said days. [*R. L., c. 8, § 5, clause 9, as last am. by Acts, 1911, c. 136, and by Gen. Acts, 1916, c. 104, § 1.*]

1362A. The provision relative to making January first a legal holiday to be referred to voters. — This act shall be referred to the people for their rejection or approval at the polls, and shall be voted on at the next annual state election, and shall become law if approved by a majority of the voters voting thereon. The act shall be referred in the form of the following question to be placed upon the official ballot: “Shall an act passed by the General Court in the year nineteen hundred and sixteen, to make the first day of January, known as New Year’s Day, a legal holiday, be approved and become law?” [*Gen. Acts, 1916, c. 104, § 2.*]

YES.	
NO.	

15. MISCELLANEOUS.

1411A. Mutual liability companies may insure against steam-boiler and fly-wheel explosions. — Mutual companies organized under the laws of this commonwealth and authorized to transact liability insurance may, with the approval of the insurance commissioner, also transact the business authorized by Acts, 1907, c. 576, § 32, cl. 4, and the amendments thereof.

No policy shall be issued by a corporation formed as aforesaid until boiler insurance has been applied for to the amount of one million dollars upon not less than one hundred separate boiler risks.

The provisions of Acts, 1907, c. 576, § 20, and of any amendments thereof, authorizing a mutual boiler insurance company to insure in a single risk an amount not exceeding one fourth of its net assets shall not apply to the mutual companies designated in section one of this act. [*Gen. Acts, 1916, c. 21, §§ 1, 2 and 3.*]

1418. Special commission to study and report on social insurance. — *Resolved*, That a special commission, to be composed of two members of the senate to be appointed by the president, four members of the house of representatives to be appointed by the speaker, and three other persons to be appointed by the governor, shall sit during the recess of the general court, and shall be known as the Commission on Social Insurance. It shall be the duty of the said commission to study the effects of sickness, unemployment and old age in Massachusetts, to collect facts as to actual experience with the several forms of insurance therefor, and to recommend to the general court such legislation as it may deem practical and expedient to protect the wage-earners of the commonwealth from the burdens of sickness, unemployment and old age or any one or more of these. The state department of health and the bureau of statistics are authorized and directed to co-operate with the commission in every way feasible in carrying out the purpose of this resolve, and in case either or both of said departments shall undertake investigations deemed necessary by the commission,

they shall be allowed for their necessary expenses, outside their regular appropriations, such sums as shall be approved by the governor and council.

The commission shall report to the next general court with drafts of such laws as it may recommend, and it shall file its report with the clerk of the senate or with the clerk of the house not later than the first Wednesday in January.

The commission shall have a room in the state house assigned for its use, shall give such public hearings as it may deem necessary, may employ such assistance, clerical or otherwise, as it may require, and shall receive such sums for clerical assistance, travel and other expenses, and for the compensation of its members as shall be allowed by the governor and council. [*Res.*, 1916, c. 157.]

1419. Special commission on social insurance also to investigate and report on hours of labor in certain industries. — *Resolved*, That the special recess commission on social insurance established by Resolves, 1916, c. 157, in addition to the matters already referred to said commission, shall study and investigate the subject of reasonable restrictions in the hours of labor in industries operated continuously for twenty-four hours, and shall include in its report to the next general court such recommendations, with drafts of proposed legislation, as it may deem practical and expedient. All the provisions of said chapter shall, so far as pertinent, apply to the investigation herein authorized. [*Res.*, 1916, c. 164.]

1420. Hours and conditions of labor in hotels and restaurants to be investigated. — *Resolved*, That the state board of labor and industries is hereby authorized and directed to investigate the hours and conditions of labor prevailing in hotels and restaurants throughout the commonwealth, and particularly to inquire into and consider the questions involved in certain petitions presented to the general court during the current year, with accompanying bills known as house bills, numbers one hundred and thirty-eight and thirteen hundred and seventy-six, providing that employees of hotels and restaurants shall be granted one day's rest in every seven days, and to report the results of its investigation, with recommendations for such new legislation as may seem expedient, to the next general court not later than the tenth day of January. [*Res.*, 1916, c. 74.]

1421. Certain employees to be exempt from medical examination for life insurance. — No life insurance company organized under the laws of or doing business in this commonwealth shall enter into any contract of insurance upon lives within this commonwealth without having previously made or caused to be made a prescribed medical examination of the insured by a registered medical practitioner; except that an inspection by a competent person of a group of employees whose lives are to be insured and their environment may be substituted for such medical examination in cases where the insurance is granted under a single policy issued to a given person, firm or corporation, covering simultaneously a group of not less than one hundred lives all in the employ of such person, firm or corporation. [*Acts*, 1907, c. 576, § 71, as *am. by Gen. Acts*, 1916, c. 12.]

II.

INDEX TO BILLS AFFECTING LABOR INTRODUCED DURING
THE LEGISLATIVE SESSION OF 1916.

ABBREVIATIONS.

General. Ac., Accepted; Adop., Adopted; Am., Amended; Eng., Engrossed; G., General Acts; H., House; H. B., House Bill; L. W., Leave to Withdraw; N. D., New Draft; N. G. C., Next General Court; N. L., No Legislation Necessary; N. P., Ought Not to Pass; O. P., Ought to Pass; P. D., Public Document; Rec., Re-committed; Recons., Reconsidered; Ref., Reference; Rej., Rejected; Rep., Reported; Rep. Ch., Reported Changed; Res., Resolve; S., Senate; S. B., Senate Bill; Sp., Special Act; Sp. Rep., Special Report; Sub., Substituted; T., Tabled; T. T., Taken from Table.

Committees. Ag., Agriculture; B. and B., Banks and Banking; B. 3d R., Bills in Third Reading; Cit., Cities; Cons. Am., Constitutional Amendments; Cos., Counties; Ed., Education; F. R., Federal Relations; F. and G., Fisheries and Game; H. B. 3d R., House Bills in Third Reading; H. W. and M., House Ways and Means; Ins., Insurance; J. J., Joint Judiciary; Jt. R., Joint Rules; Jt. W. and M., Joint Ways and Means; La., Labor; L. A., Legal Affairs; M. A., Military Affairs; M. F., Municipal Finance; Mer. Aff., Mercantile Affairs; Met. Aff., Metropolitan Affairs; P. H., Public Health; P. I., Public Institutions; P. L., Public Lighting; P. S., Public Service; R. and B., Roads and Bridges; R. R., Railroads; S. B. 3d R., Senate Bills in Third Reading; S. H. and L., State House and Libraries; Sp. Com., Special Committee; S. Rys., Street Railways; S. W., Social Welfare; S. W. and M., Senate Ways and Means; Tax., Taxation; Tns., Towns; W. and M., Ways and Means.

A. ADMINISTRATIVE PROVISIONS.

1. CIVIL SERVICE COMMISSION.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
H. 70	Extension of civil service law to counties (based on S. 1, H. 69).	P. S.	H. 2128	-	-
H. 71	Experimental yards or stations (based on H. 69).	P. S.	N. L.	Ac.	-
H. 72	Duplicating machines, use of power in running (based on H. 69).	S. H. & L. Recons.	Rep. N. P.	-	-
H. 73	Salaries of the Commission (based on H. 69), .	P. S.	N. L.	Rej. by S. Ac.	-
H. 74	Salary of the secretary (based on H. 60), .	P. S.	N. L.	Ac.	-
H. 75	Salary of the chief examiner (based on H. 69),	P. S.	N. L.	Ac.	-
H. 76	Salary of the registrar (based on H. 69), .	P. S.	N. L.	Ac.	-
H. 494	Extension of civil service to counties (based on S. 1, H. 69).	P. S.	H. 2128	-	-
H. 1283	Civil service trial boards in cities and towns, .	P. S.	L. W.	Ac.	-
H. 1444	Evening civil service examinations in textile cities.	P. S.	L. W.	Ac.	-
H. 1445	Representative of the Commission in cities and towns.	P. S.	H. 1918	-	-
H. 1918	Representative of the Commission in cities and towns (based on H. 1445).	Rep.	Rej. by S.	-	-
H. 2128	Jurisdiction and functions of the Commission (based on S. 1, H. 69, H. 70, H. 494, H. 587).	P. S. W. & M.	O. P. Rep.	- N. D. H. 2242	-
H. 2242	Jurisdiction and functions of the Commission,	-	-	N. D. of H. 2128 Am. by S.	297 G.

2. STATE BOARD OF LABOR AND INDUSTRIES.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
S. 535	Powers and duties of the Board (based on S. 534).	J. J. S. W. & M.	Rep. Rep.	-	-
H. 84	Inspection force, law relative to, amended (based on H. 77).	P. S.	N. L.	Ac.	308 G.
H. 185	Commissioner of labor to replace the Board, .	Sp. Com.	L. W.	Ac.	-
H. 705	District Police, members of, transferred to the Board.	P. S.	L. W.	Bill sub. for "L. W."	-
H. 2020	Hours and conditions of labor in hotels and restaurants to be investigated by the Board.	H. W. & M.	N. P.	Rej. by H.	-
H. 2187	Massachusetts Bureau of Immigration to be under control of the Board (based on S. 1, H. 339 ¹).	H. W. & M. S. W. & M.	O. P. Rep. N. P.	- - Rej. by H.	Res. 74 - -

3. INDUSTRIAL ACCIDENT BOARD.

S. 535	Powers and duties transferred to State Board of Labor and Industries (based on S. 534).	J. J. S. W. & M.	Rep. Rep.	-	-
H. 294	Appointment of arbitrators by the Board, .	J. J.	L. W.	Ac.	308 G.
H. 704 ²	Salary of the present secretary increased, .	P. S.	N. G. C.	-	-
H. 1052	Impartial physicians to be provided, . . .	B. 3d R.	O. P.	-	275 G.
H. 1114	Number of inspectors increased,	J. J.	L. W.	Ac.	-
H. 1347	Review by the Board of claims under all accident policies.	P. S.	L. W.	Ac.	-

4. DISTRICT POLICE.

S. 521	Board of Boiler Rules and office of deputy chief abolished and duties transferred to District Police (based on S. 1).	Sp. Com. S. W. & M.	Rep. N. P.	-	-
H. 232	Additional building inspectors in the District Police (based on H. 229).	P. S.	N. L.	Ac.	-
H. 233	Inspector of the Building Inspection Department, salary and name changed (based on H. 229).	P. S.	N. L.	Ac.	-
H. 312	Bureau of Steam Engineering and Boiler Inspection, establishment of.	Mer. Aff.	L. W.	Ac.	-
H. 471	Chief inspector of masonry construction, appointment of.	Mer. Aff.	L. W.	Ac.	-
H. 705 ²	Members to be transferred to State Board of Labor and Industries.	P. S.	L. W.	Bill sub. for "L. W."	-
H. 958	Bureau of Steam Engineering and Boiler Inspection, establishment of.	H. W. & M.	N. P.	Rej. by H.	-
H. 1309	Duties of the Fire Prevention Commissioner transferred to the District Police.	Mer. Aff.	L. W.	Ac.	-
H. 2113	State constabulary to be established by re-organizing the District Police.	Jt. Sp. Com.	L. W.	Ac.	-
		Mil. Aff. W. & M.	Rep. O. P.	-	Res. 92

5. BOARD OF BOILER RULES.

S. 144	Refrigerating plants, rules affecting, to be formulated by the Board.	Mer. Aff.	L. W.	Ac.	-
S. 521	District Police, Board abolished and its duties transferred to (based on S. 1).	Sp. Com. S. W. & M.	Rep. N. P.	-	-
				Rej. by S.	-

¹ See under *Miscellaneous*, page 63.² Taken from the files of last year.

6. STATE BOARD OF CONCILIATION AND ARBITRATION.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 52	Salaries of the Board,	P. S.	N. G. C.	Ac.	-

7. MINIMUM WAGE COMMISSION.

H. 60	Vacancies on wage boards to be filled by the Commission (based on H. 58).	S. W.	N. L.	Ac.	-
H. 1136	Certain occupations under the jurisdiction of the Commission.	S. W.	L. W.	Ac.	-
H. 1137	Wage boards to report to the Commission, .	S. W.	L. W.	Ac.	-
H. 1161	Law creating the Commission repealed, .	Sp. Com.	N. G. C.	Ac.	-
H. 1389	Records of the Commission to be public, .	L. A.	N. G. C.	Ac.	-
H. 1448	Qualifications of members of the Commission,	Sp. Com.	Rep.	Am. by H.	-
H. 1718	Qualifications of members of wage boards, .	Sp. Com.	Rep.	-	-
		-	-	-	-

8. HOMESTEAD COMMISSION.

H. 513	Powers of the Commission increased (based on H. 512).	S. W.	Rep.	-	-
H. 1443	Secretary for the Commission,	H. W. & M.	N. P.	Am. by S.	-
		P. S.	L. W.	Ac.	-

9. OTHER COMMISSIONS.

S. 39	Fire Prevention Commissioner, powers of, .	Met. Aff.	S. 385	-	-
S. 81	Fire Prevention Commissioner, powers of, .	Met. Aff.	L. W.	Ac.	-
S. 523	Fire departments in the Metropolitan Fire Prevention District, tenure of office of chiefs of.	-	-	Sub. by S. for H. 1573.	291 G.
H. 174	Commissioner of Weights and Measures, salary of.	P. S.	N. G. C.	Ac.	-
H. 270	Weights and measures, additional inspectors of,	P. S.	N. L.	Ac.	-
H. 1309	Fire Prevention Commission abolished and duties transferred to the District Police.	Jt. Sp. Com.	L. W.	Ac.	-
H. 1410	Fire Prevention Commissioner, approval of electrical plans by.	Met. Aff.	L. W.	Ac.	-
H. 1540	Certain sealers of weights and measures, offices of, abolished.	Mer. Aff.	L. W.	Ac.	-
H. 1573	Fire departments in the Metropolitan Fire Prevention District, tenure of office of chiefs of.	P. S.	N. G. C.	S. sub. S. 523.	-

¹ Refused to be admitted late by the House.

B. GENERAL PROVISIONS.

1. EMPLOYMENT.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
	a. State Free Employment Offices.				
H. 37	State Board of Labor and Industries, transfer to.	L. A.	N. L.	Ac.	-
H. 302	State Board of Labor and Industries, transfer to.	L. A.	L. W.	Ac.	-
H. 303	State Board of Labor and Industries, to establish a State Bureau of Employment in.	L. A.	L. W.	Ac.	-
H. 650	State Board of Labor and Industries, transfer to, and number increased.	L. A.	L. W.	Ac.	-
H. 1526	Charges of employment agencies regulated, .	L. A.	L. W.	Ac.	-
	b. Employment of Public School Teachers.				
S. 178	Obtaining of positions,	Ed.	L. W.	Ac.	-
H. 374	Certification by the State Board of Education,	Ed.	N. L.	Ac.	-
H. 381	Rules and regulations of school committees (based on H. 376).	Ed.	H. 1801	-	-
H. 383	Superintendents to be certified by the State Board (based on H. 376).	Ed.	N. L.	Ac.	-
H. 741	Teachers and superintendents, tenure of office of.	Ed.	L. W.	Ac.	-
H. 879	School committees' authority to recommend teachers, relative to.	Ed.	L. W.	Ac.	-
H. 1492	Religious belief not to be asked of teachers, .	Ed.	Rep.	Am. by S. Rej. by S.	-
H. 1801	Duties of teachers to be defined (based on H. 376, H. 381).	Ed.	Rep.	Rej. by H.	-
	c. Unemployment.				
H. 595	Insurance against unemployment, commission to investigate.	S. W.	H. 2272	-	-
H. 824	Insurance against sickness and unemployment, relative to.	S. W.	H. 2272	-	-
H. 825	Insurance for workmen in certain industries against temporary unemployment.	S. W.	H. 2272	-	-
H. 1132	Special commission on unemployment to be appointed.	S. W.	H. 2272	-	-
H. 1582	Work for the unemployed to be provided, .	S. W.	L. W.	Ac.	-
H. 2272	Special commission for the study of the subject to be appointed. ¹	J. R. W. & M.	O. P. O. P.	- -	- Res. 157
	d. Miscellaneous.				
H. 453	National law regulating employment, relative to.	F. R.	Rep.	Adop.	-
H. 930	Bar rooms, etc., only certain legal voters to be employed in.	La.	L. W.	Ac.	-

¹ New draft by Social Welfare Committee based on S. 1, 122, 174, 233; H. 341, 595, 691, 824, 825, 827, 828, 1015, 1132.

2. INDUSTRIAL SAFETY AND SANITATION.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
a. Industrial Safety.					
S. 143	Fire drills in factories,	La.	L. W.	Ac.	-
S. 209	Automatic sprinklers in factories,	Mer. Aff.	L. W.	Ac.	-
S. 210	Explosives and inflammable fluids, etc., keep- ing of.	Mer. Aff. Recons.	L. W. N. D. S. 384	-	-
S. 384	Explosives and inflammable fluids, relative to (based on S. 210).	Mer. Aff.	Rep.	-	-
S. 385	Fire Prevention Commissioner, licenses to be granted by, restricted (based on H. 39).	B. 3d R.	N. D. S. 413	-	-
S. 413	Explosives and inflammable fluids, relative to,	Met. Aff.	Rep.	-	138 G.
		-	-	Sub. by S. for S. 384	
H. 231	Explosives and inflammable fluids, assistants to enforce statutes relative to (based on H. 229).	P. S.	N. L.	Am. by H. Ac.	162 G. -
H. 234	Elevators, installation, alteration and inspec- tion of (based on H. 229).	Mer. Aff.	N. L.	Ac.	-
H. 473	Opaque glass windows in workshops prohib- ited.	Mer. Aff.	H. 1813	-	-
H. 653	Safety devices on elevators,	Mer. Aff.	L. W.	Ac.	-
H. 703	Gas cut-offs at factories, report relative to, .	P. L.	N. G. C.	Ac.	-
H. 771	Signal systems and fire drills in factories, .	La.	Rep. Ch.	Rej. by H.	-
H. 1072	Locomotive boilers, inspection of,	Mer. Aff.	L. W.	Ac.	-
H. 1398	Elevator inspectors for District Police, . .	Mer. Aff.	L. W.	Ac.	-
H. 1403	Steam boilers, inspection of,	Mer. Aff.	L. W.	Ac.	-
H. 1539	Dynamite, etc., transportation and use of, .	Mer. Aff.	L. W.	Ac.	-
H. 1548	Automatic sprinklers in factories,	Met. Aff.	L. W.	Ac.	-
H. 1813	Opaque glass windows in factories (based on H. 473).	Mer. Aff.	Rep.	Am. by H.	-
b. Industrial Sanitation.					
S. 456	Industrial work in tenements, etc., regulated (based on H. 2070).	S. B. 3d R.	Rep.	Rej. by S.	-
H. 78	Industrial work in tenements, etc., regulated (based on H. 77).	S. W.	H. 2008	-	-
H. 83	Expectoration in factories, receptacles for (based on H. 77).	P. H.	N. G. C.	Ac.	-
H. 669	Consumptives, employment of, restricted, .	P. H.	L. W.	Ac.	-
H. 998	Physical condition of persons employed in hotels and restaurants, relative to. (See H. 2029, moved to be substituted for report, "L. W.")	P. H.	L. W.	H. sub. "N. G. C." for "L. W." See H. 2029	-
H. 1231	Lockers in factories and workshops, . . .	La.	H. 1825	-	-
H. 1425	Sanitary cuspidors and other receptacles, use of.	P. H.	N. G. C.	Ac.	-
H. 1426	Hotel and restaurant employees, methods to be investigated to prevent communicable dis- eases by.	P. H.	L. W.	Ac.	-
H. 1428	Suction shuttles, use of, in factories, . . .	P. H.	Rep.	Rej. by H.	-
H. 1455	Occupational diseases, certain, to be reported,	P. H. H. W. & M.	Rep. Ch. N. P.	- Rej. by H.	- -
H. 1825	Lockers in factories and workshops (based on H. 1231).	La. S. W. & M.	Rep. Rep.	Am. by S.	- 115 G.

2. INDUSTRIAL SAFETY AND SANITATION — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Industrial Sanitation — Con.				
H. 1843	Hotel and restaurant employees, investigation relative to conditions of labor of (based on H. 138, ¹ H. 1376 ¹).	La. H. W. & M.	Rep. N. D. H. 2020	-	-
H. 2008	Industrial work in tenements, etc., regulated (based on H. 77, H. 78).	S. W. B. 3d R.	Rep. N. D. H. 2070	- H. sub. H. 2070	-
H. 2020	Conditions of labor in hotels and restaurants to be investigated (based on H. 138, H. 1376, H. 1843).	H. W. & M. S. W. & M.	O. P. Rep.	-	- Res. 74
H. 2029	Physical condition of persons employed in handling foods and food products.	-	-	See H. 998.	-
H. 2070	Manufacture of clothing in tenements, etc., regulated (based on H. 2008).	H. B. 3d R. S. B. 3d R.	Rep. S. 456	S. sub. S. 456.	- -

3. WOMEN AND CHILDREN.

	a. School Attendance and Attendance Officers.				
H. 737	Night schools, repayment to towns for maintaining.	Ed.	H. 2168	-	-
H. 878	Attendance in the public schools, . . .	Ed.	L. W.	Ac.	-
H. 882	Evening schools, certain illiterate minors to be exempt from attending.	Ed.	H. 1856	-	-
H. 1009	School attendance officers under civil service, .	P. S.	N. G. C.	Ac.	-
H. 1198	Transportation of pupils,	Ed.	N. G. C.	Ac.	-
H. 1494	Compulsory attendance, law relative to age, changed.	Ed.	L. W.	Ac.	-
H. 1856	Evening schools, certain minors to be exempt from attending (based on H. 882).	Ed.	Rep.	-	82 G.
H. 2168	Towns reimbursed for conducting night schools (based on H. 737).	Ed. H. W. & M.	Rep. N. P.	- Rej. by H.	-
	b. Employment of Women and Children.				
S. 98	Co-operating agencies, employment of pupils in.	Ed.	Rep.	Am. by S. Am. by H.	95 G.
S. 202	Minors in business to file certificate, . .	L. A.	H. 358	-	-
S. 358	Minors in business to file certificate, . .	L. A. H. B. 3d R.	Rep. H. 1979	Am. by S. H. sub. H. 1979	- -
H. 79	Bowling alleys, theaters, etc., employment of minors in (based on H. 77).	S. W.	Rep. Ch.	Rej. by S.	-
H. 340	Theatrical performances, employment of minors in, allowed.	S. W.	L. W.	Ac.	-
H. 379	Registration of minors,	Ed.	Rep.	-	102 G.
H. 534	Employment certificates, law relative to, changed.	Ed.	L. W.	Ac.	-
H. 881	Employment of minors in summer, . .	Ed.	Rep.	Am. by S. Rej. by H.	-
H. 1522	Corerrooms, employment of women in, . .	La.	L. W.	Ac.	-
H. 1567	Scrubwomen, employment of,	P. S.	L. W.	Ac.	-
H. 1585	Employment of minors, law relative to, changed.	S. W.	L. W.	Ac.	-
H. 1979	Minors in business to file certificate, . .	H. B. 3d R.	Rep.	Sub. by H. for H. 358 Rej. by H.	-

¹ See under *Miscellaneous*, pp. 63, 64.

3. WOMEN AND CHILDREN — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
	c. Wages and Hours for Women and Children.				
S. 232	Hours of labor, law relative to, changed, .	S. W.	L. W.	Ac.	-
S. 288	Hours of labor in certain establishments, law amended.	-	-	- ¹	-
H. 59	Records of hours of employment to be kept (based on H. 58).	S. W.	N. L.	Ac.	-
H. 594	Hours of labor, law relative to, changed, .	S. W.	L. W.	Ac.	-
H. 693	Hours of labor, law relative to, changed, .	S. W.	L. W.	Ac.	-
H. 1018	Working hours, amendment of law relative to,	S. W.	L. W.	Ac.	-
H. 1278	Wages of scrubwomen in public buildings regulated.	P. S.	L. W.	Ac.	-
H. 1289	Night employment of women and minors, .	S. W.	L. W.	Ac.	-
H. 1586	Hours of labor of women and minors, law amended.	S. W.	Rep. Ch.	-	222 G.

4. WAGES.

	a. General Topics.				
S. 282	Taxation of incomes, law providing for (based on S. 1).	Tax.	H. 2073	-	-
S. 388	Officers, directors and employees of trust companies.	-	-	Motion to sub. for H. 1179	-
H. 61	Bulletins of Minimum Wage Commission, posting of, in factories (based on H. 58).	S. W.	N. L.	Ac.	-
H. 81	Weekly payment law amended (based on H. 77).	La.	Rep. Ch.	-	229 G.
H. 82	Weekly payment law, penal clause amended (based on H. 77).	La.	Rep.	-	14 G.
H. 344	Income tax law to replace certain other taxes,	Tax.	H. 2073	-	-
H. 345	Income tax, law relative to, amended, .	Tax.	L. W.	Ac.	-
H. 464	Work done, manner of recovery of wages for, .	J. J.	L. W.	Ac.	-
H. 555	Fines for poor work or tardiness prohibited, .	La.	H. 1670	-	-
H. 945	Tips for checking garments prohibited, .	La.	N. G. C.	Ac.	-
H. 1061	Weekly payment of wages, law relative to, amended.	La.	L. W.	Ac.	-
H. 1179	Fees of officers and employees of trust companies.	B. & B.	N. G. C.	H. sub. bill for "N. G. C."	-
H. 1232	Contractors, responsible for wages, when,	La.	L. W.	Rej. by H. Ac.	-
H. 1277	Members of state commissions and boards, hours of labor of.	P. S.	L. W.	Ac.	-
H. 1670	Fines for being tardy prohibited (based on H. 553).	La.	Rep.	H. sub. H. 1713	-
H. 1700	Taxation of incomes, report of the commission,	B. 3d R.	H. 1713	-	-
H. 1713	Deductions from wages for being late to work prohibited.	Tax. -	H. 2073	-	-
				Sub. for H. 1670 N. D. H. 1853	-

¹ Refused to be admitted late by the House.

4. WAGES — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
a. General Topics — Con.					
H. 1830	Attorney-general's opinion on law relative to deductions from wages for being late to work.	-	-	See H. 1713, H. 1853	-
H. 1853	Deductions from wages for tardiness, . . .	-	-	Sub. for H. 1713 Am. by H. Rej. by S. Am. by H.	-
H. 2073	Tax on incomes from trades and professions (based on S. 1, S. 282, H. 344, H. 1700).	Tax. W. & M.	Rep. Rep.	-	- 269 G.
b. Attachment and Assignment.					
S. 201	Assignment, to exempt a certain percentage in,	L. A.	H. 300 Ch.	-	-
S. 203	Assignment of wages, standard form of, . . .	L. A.	H. 300 Ch.	-	-
S. 428	Assignment of wages, law relative to, amended,	-	-	- ¹	-
S. 458	Assignment of wages, law relative to, amended,	-	-	Sub. by S. for S. 468 S. sub. S. 461	-
S. 461	Assignment of wages, law relative to, amended,	-	-	Sub. by S. for S. 458 Am. by H. Ac.	208 G.
H. 142	Assignment of wages, written consent of wife made necessary.	L. A.	L. W.	-	-
H. 143	Assignment of wages by persons having minor children regulated.	L. A.	S. 461	-	-
H. 144	Certain claims to take precedence of assignments of wages.	L. A.	L. W.	Ac.	-
H. 300	Assignments of wages, law prohibiting, . . .	L. A.	Rep.	S. sub. H. 468	-
H. 467	Making of small loans, and assignment of wages, law relative to, amended.	L. A.	L. W.	H. sub. H. 2114 for "L. W."	-
H. 468	Assignment of wages, law relative to, amended,	L. A.	H. 300 Ch.	S. sub. bill for H. 300 Ch. S. sub. S. 458	-
H. 778	Assignment of wages, law amended, . . .	L. A.	L. W.	H. sub. H. 2114 for "L. W."	-
H. 1241	Assignment of future earnings regulated, . . .	L. A.	H. 300 Ch.	-	-
H. 1381	Making of small loans and assignment of wages, law amended.	L. A.	L. W.	H. sub. H. 2114 for "L. W."	-
H. 1386	Assignment of wages for purchases of jewelry prohibited.	L. A.	H. 300 Ch.	-	-
H. 1393	Assignment of wages regulated, . . .	L. A.	H. 300 Ch.	-	-
H. 1531	Assignment of wages for purchases of jewelry prohibited.	L. A.	H. 300 Ch.	-	-
H. 2114	Making of small loans regulated, . . .	-	-	- ²	224 G.
c. Liens for Labor.					
S. 79	Security for payments by certain contractors,	J. J.	L. W.	Ac.	-
S. 138	Liens for labor and materials on buildings, etc.,	J. J.	H. 1941	-	-
S. 194	Liens for labor, etc., law relative to, amended,	J. J.	H. 2116	-	-
S. 249	Mechanics' liens, law relative to, amended, .	J. J.	H. 1941	-	-
H. 297	Liens for labor, law relative to, amended, .	J. J.	H. 2116	-	-

¹ Moved to be substituted for S. 468.² Substituted by the House for the report, leave to withdraw, on H. 467, H. 778, H. 1331.

4. WAGES — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En-acted
	c. Liens for Labor — Con.				
H. 461	Boarding house keepers, liens for,	J. J.	L. W.	Ac.	-
H. 1364	Liens for labor, etc., law relative to, amended,	J. J.	H. 2116	-	-
H. 1365	Liens for labor, etc., law relative to, amended,	J. J.	H. 2116	-	-
H. 1516	Laundrerers, cleaners and dyers, liens for serv- ices performed by.	J. J.	L. W.	Ac.	-
H. 1629	Certain mechanics' liens, enforcement of, .	-	-	- ¹	-
H. 1941	Mechanics' liens, relative to enforcing (based on S. 138, S. 249).	J. J.	Rep.	-	163 G.
H. 2116	Liens for labor, etc., law relative to, amended (based on S. 194, H. 297, H. 1364, H. 1365).	J. J.	Rep.	Am. by S.	306 G.

5. WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY.

	a. Workmen's Compensation.				
S. 1	Industrial accidents, Governor's address rela- tive to codifying statutes on.	J. J.	N. L.	Ac.	-
S. 190	Actions under the Act, law amended, . . .	J. J.	L. W.	Ac.	-
S. 191	Agreements under the Act, relative to, . . .	J. J.	L. W.	Ac.	-
S. 328	Compensation to begin after ten days (based on H. 28, H. 1228).	J. J.	Rep.	Am. by H. & S.	90 G.
S. 437	Additional methods of compensating em- ployees.	-	-	- ²	-
S. 460	Medical and hospital services, law relative to, amended.	-	-	- ³	-
S. 537	Insurance rates, special commission to con- sider (based on S. 534).	J. J. W. & M.	Rep. -	- Am. by S.	- -
H. 29	Compensation to begin after ten days (based on H. 28).	J. J.	N. L.	Ac.	-
H. 30	Maximum weekly compensation increased (based on H. 28).	J. J.	N. L.	Ac.	-
H. 31	Maximum weekly compensation increased (based on H. 28).	J. J.	N. L.	Ac.	-
H. 32	Maximum weekly compensation increased (based on H. 28).	J. J.	N. L.	Ac.	-
H. 33	Benefits for dependents increased (based on H. 28).	J. J.	N. L.	Ac.	-
H. 34	Reports of impartial physicians, admissibility of (based on H. 28).	J. J.	Rep.	-	72 G.
H. 93	Prisoners to be compensated for injuries (based on H. 92).	J. J.	N. L.	Ac.	-
H. 130	Compensation from date of injury,	J. J.	L. W.	Ac.	-
H. 131	Compensation to begin after eight days, .	J. J.	L. W.	Ac.	-
H. 132	Compensation to begin, when,	J. J.	L. W.	Ac.	-
H. 133	Compensation, when to begin,	J. J.	L. W.	Ac.	-
H. 134	Certain other injuries to be covered, . . .	J. J.	L. W.	Ac.	-
H. 135	Partial incapacity, compensation for, changed,	J. J.	L. W.	Ac.	-
H. 136	Compensation to begin from date of injury, .	J. J.	L. W.	Ac.	-

¹ Refused to be admitted late by the Senate.² Moved to be substituted, by amendment, for the Senate bill printed as H. 1053; see under *Massachusetts Employers' Insurance Association*, p. 49.³ Refused to be admitted late by the House.

5. WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
	a. Workmen's Compensation—Con.				
H. 295	Waiting period reduced to ten days, . . .	J. J.	L. W.	Ac.	-
H. 459	Certain false statements, penalty provided for making.	J. J.	L. W.	Ac.	-
H. 462	Maximum payments, law relative to, changed,	J. J.	L. W.	Ac.	-
H. 463	Medical services, law relative to, amended, .	J. J.	L. W.	Ac.	-
H. 550	Chauffeurs, law amended to include, . . .	J. J.	L. W.	Ac.	-
H. 770	Costs of appeals,	J. J.	L. W.	Ac.	-
H. 926	Death or remarriage of dependents, cessation of payments upon.	J. J.	L. W.	Ac.	-
H. 927	Alien dependents, law excluding compensation for.	J. J.	L. W.	Ac.	-
H. 928	Farm laborers, law amended to include, . .	J. J.	L. W.	Ac.	-
H. 929	Rights of injured employees enlarged, . . .	J. J.	L. W.	Ac.	-
H. 1015	Death, sickness and accident benefits, provisions for.	S. W.	H. 2272 ¹	-	-
H. 1044	Election of remedies under the law changed, .	J. J.	L. W.	Ac.	-
H. 1045	Claims for compensation, law amended, . .	J. J.	L. W.	Ac.	-
H. 1046	Agreements by minors to be valid, when, . .	J. J.	L. W.	Ac.	-
H. 1047	Time for giving notice of claim changed, . .	J. J.	L. W.	Ac.	-
H. 1048	Redemption of compensation in a lump sum, .	J. J.	L. W.	Ac.	-
H. 1049	Medical and hospital services, law amended,	J. J.	L. W.	Ac.	-
H. 1050	Part dependency, law relative to compensation for, amended.	J. J.	L. W.	Ac.	-
H. 1051	Payments for specified injuries, law amended,	J. J.	L. W.	Ac.	-
H. 1209	Sickness and accident policies, payments under, regulated.	Ins.	L. W.	Ac.	-
H. 1222	Employee may select his own physician with the consent of the Board.	J. J.	L. W.	Ac.	-
H. 1223	Medical and hospital services, law relative to, amended.	J. J.	L. W.	Ac.	-
H. 1224	Maximum weekly payment clause amended, .	J. J.	L. W.	Ac.	-
H. 1225	Compensation to begin after ten days, . . .	J. J.	L. W.	Ac.	-
H. 1226	Defenses, law abolishing certain, changed, .	J. J.	L. W.	Ac.	-
H. 1227	Costs in appealed cases under the Act, . . .	J. J.	L. W.	Ac.	-
H. 1228	Discontinuance of compensation, law changed (based on H. 28).	J. J.	S. 328	-	-
H. 1229	Entry fees in actions under the Act changed, .	J. J.	L. W.	Ac.	-
H. 1347	Board to review claims under all accident policies.	J. J.	L. W.	Ac.	-
H. 1370	Benefits under the Act extended,	J. J.	L. W.	Ac.	-
H. 1518	Compensation to begin on the eighth day, . .	J. J.	L. W.	Ac.	-
H. 1519	Compensation from date of injury, when, . .	J. J.	L. W.	Ac.	-
H. 1520	Compensation to dependents increased, . . .	J. J.	L. W.	Ac.	-
H. 1521	Injured employees to receive special training,	J. J.	L. W.	Ac.	-
H. 2258	Procedure under the Act changed (based on S. 1).	Sp. Com. H. W. & M.	Rep. O. P.	- Rej. by H.	-

¹ See under *Pensions*, p. 51.

5. WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
	b. Massachusetts Employees' Insurance Association and Other Companies.				
S. 444	Adequate rates of compensation insurance, . . .	J. J.	H. 2257	-	-
H. 25	Term bonds, issuance of, to certain companies (based on H. 23).	Ins.	Rep.	-	29 G.
H. 26	Insurance Commissioner's authority in approving rates extended (based on H. 23).	Ins.	N. L.	Ac.	-
H. 293	Liability insurance companies prohibited from subscribing to the Association.	J. J.	L. W.	Ac.	-
H. 760	Association to be the only insurer, . . .	Ins.	L. W.	Ac.	-
H. 907	Accident insurance to be payable in instalments.	Ins.	H. 1739	-	-
H. 1053	Employers may carry their own risks, . . .	J. J.	Rep.	Rej. by S.	-
H. 1214	All expenses of cases before the Board to be paid by the insurance company.	J. J.	L. W.	Ac.	-
H. 1510	Rights to insure by private companies changed,	J. J.	Rep.	-	200 G.
H. 1739	Benefits under the Act changed (based on H. 907).	Ins.	Rep.	-	28 G.
H. 2257	Methods of computing insurance to be inspected by the Board (based on S. 1, S. 444).	J. J. H. W. & M.	Rep. -	Am. by H. H. sub. N. D. H. 2276	- - -
H. 2262	Method of computing premiums regulated, . .	-	-	-1	-
H. 2276	Method of computing insurance under inspection of the Board.	-	-	Sub. by H. for H. 2257	-
	c. Public Employees, Compensation for Injuries to.	S. W. & M.	N. G. C.	-	-
S. 536	Compensation for certain public employees (based on S. 534).	J. J. S. W. & M.	Rep. -	-	-
H. 546	Public contractors to be insured, . . .	J. J.	L. W.	Ac.	307 G.
H. 1135	Policemen, firemen, or their families, pensions for.	S. W.	H. 2144	-	-
H. 1369	State employees, law relative to compensation for, amended.	J. J.	L. W.	Ac.	-
H. 2144	Policemen, firemen, prison officers and their families, compensation regulated (based on H. 1135).	S. W. H. W. & M.	Rep. N. P.	- Rej. by H.	- -

6. PENSIONS AND RETIREMENT SYSTEMS.

	a. Employees of the Commonwealth.				
S. 73	State Retirement Association, certain employees may join.	S. W. W. & M.	Rep. O. P.	-	-
H. 182	Dependents of firemen and policemen, pensions for.	S. W.	L. W.	Ac.	164 G
H. 186	Boston municipal court officers, . . .	S. W.	H. 1960 ²	-	-
H. 1133	Justices of the Supreme Court, retirement of,	S. W.	L. W.	Ac.	-
H. 1134	Retirement system for public employees, .	S. W.	H. 2272	-	-
H. 1290	Certain public employees, abolishing pensions of.	S. W.	L. W.	Ac.	-
H. 1291	Southern Middlesex District Court justices, pensions for.	S. W.	L. W.	Ac.	-
H. 1292	Retirement of justices of police, district and municipal courts.	S. W.	L. W.	Ac.	-

¹ Ordered printed on motion.² H. 1960, being a pension for a specific person, is omitted.

6. PENSIONS AND RETIREMENT SYSTEMS — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En-acted
	a. Employees of the Commonwealth — Con.				
H. 1387	Mortgage, sale, or transfer of pensions prohibited.	L. A.	Rep.	Am. by H.	75 G.
H. 1587	Prisons, pensions for employees in, . . .	S. W. H. W. & M.	Rep. H. 2226	-	-
H. 2082	Retirement system for employees in public service (based on H. 1134).	S. W. H. W. & M.	Rep. N. P.	-	-
H. 2226	Prison service, pensions for employees in the (based on H. 1587).	H. W. & M. S. W. & M.	O. P. Rep.	Rej. by H. -	- 273 G.
	b. Public School Teachers.				
S. 172	Retirement system for teachers, . . .	S. W. H. W. & M. S. W. & M.	N. G. C. Rep. S. 511	H. sub. bill for "N. G. C."	-
S. 228	Boston teachers may join public school teachers' retirement system.	S. W.	H. 2213	-	-
S. 229	Boston teachers may join public school teachers' retirement system.	S. W.	L. W.	Ac.	-
S. 511	Disability retirement allowances to be investigated (based on S. 172).	S. W. & M.	Rep.	-	Res. 152
H. 21	Training schools, teachers and employees in, pensions for.	Ed. H. W. & M.	Rep. O. P.	-	-
H. 22	Refunds to teachers, relative to, . . .	Ed. H. W. & M.	Rep. O. P.	-	54 G.
H. 629	Retirement Act, allowances to teachers made under, changed.	Ed.	L. W.	Ac.	60 G.
H. 1129	Pension fund, payments by Boston school committee to be made to.	S. W. H. B. 3d R.	Rep. N. D. H. 2034	H. sub. H. 2034 for bill	-
H. 1130	Boston teachers, act relative to, amended, .	S. W. H. W. & M.	Rep. Ch. N. P.	-	-
H. 1131	Boston Permanent School Pension Fund, transfer of.	S. W. H. W. & M.	Rep. N. P.	Ac.	-
H. 1295	Teachers' retirement act, amended, . . .	S. W. H. W. & M.	Rep. O. P.	Ac.	-
H. 1296	Disability insurance for teachers, investigation relative to.	S. W.	N. G. C.	Am. by S.	257 G.
H. 1387	Mortgage, sale, or pledge of pension prohibited,	L. A.	Rep.	Ac.	-
H. 2034	Sums paid Boston for pensioning teachers, disposal of (based on H. 1129).	H. B. 3d R.	-	Am. by H.	75 G.
H. 2095	Teachers' retirement act amended relative to certain payments under.	L. A.	Rep.	Sub. by H. for H. 1129	289 Sp.
H. 2213	Boston teachers may become members of State Retirement Association (based on S. 228).	S. W. H. W. & M.	Rep. N. P.	-	238 G.
	c. Cities and Towns.				
S. 31	Laborers' pension act, resubmission of, to voters.	S. W.	L. W.	Ac.	-
S. 171	Janitors of school and public buildings, pensions for.	S. W.	L. W.	Ac.	-
S. 234	Boston, pensions for certain employees of, .	S. W.	Rep.	Am. by S.	257 Sp
S. 251	Call members of fire departments, pensions for,	S. W.	L. W.	S. sub. bill for "L. W."	218 G.
H. 182	Firemen and police officers, pensions for dependents of.	S. W.	L. W.	Ac.	-
H. 501	City employees, pensions for, . . .	S. W.	L. W.	Ac.	-
H. 502	Police pensions in cities, relative to, . . .	S. W.	Rep.	-	113 G.
H. 503	Somerville police officers, pensions for certain,	S. W.	L. W.	Ac.	-
H. 504	Somerville police pensions, relative to, . . .	S. W.	L. W.	Ac.	-
H. 823	Haverhill firemen, pensions for, . . .	S. W.	L. W.	H. sub. bill for "L. W."	-
H. 1040	Worcester Police Relief Association, powers of,	Ins.	N. G. C.	Am. by H.	268 Sp.
H. 1134	Public service, pensions for employees in, .	S. W.	H. 2272	Ac.	-

6. PENSIONS AND RETIREMENT SYSTEMS — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
c. Cities and Towns — Con.					
H. 1139	Charlestown municipal court officers, pensions for.	S. W.	L. W.	Ac.	-
H. 1140	Lamplighters formerly in the employ of the city of Boston, pensions for certain.	S. W.	L. W.	Ac.	-
H. 1141	City clerks, pensions for.	S. W.	L. W.	Ac.	-
H. 1290	Public employees, abolition of pensions for certain.	S. W.	L. W.	Ac.	-
H. 1294	Mechanics and laborers in the employ of Boston, pensions for certain.	S. W.	L. W.	Ac.	-
H. 1297	Jury duty, pensioners subject to, without pay.	S. W.	Rep.	-	88 G.
H. 1387	Pledge, mortgage, sale, or transfer of pensions prohibited.	L. A.	Rep.	Am. by H.	75 G.
H. 1453	Pensions by the state, by cities and towns, relative to payment of.	S. W.	L. W.	Ac.	-
H. 1457	Laborers in the employ of cities and towns, pensions for.	S. W.	L. W.	Ac.	-
H. 1999	Matrons of the House of Detention in Boston, pensions for.	S. W.	L. W.	H. sub. bill Rej. by S.	-
H. 2082	Cities and towns, pensions for employees of.	S. W. H. W. & M.	Rep. N. P.	Rej. by H.	-
d. Old Age Pensions.					
S. 122	Old age pensions, provisions for.	S. W.	H. 2272	-	-
S. 174	Sickness insurance, old age pensions, investigation of.	S. W.	H. 2272	-	-
H. 233	Sickness insurance, old age pensions, investigation of.	S. W.	H. 2272	-	-
H. 341	Non-contributory state system, provision for.	S. W.	H. 2272	-	-
H. 595	Commission to determine a plan of social insurance, appointment of.	S. W.	H. 2272	-	-
H. 691	Sickness insurance, old age pensions, investigation of.	S. W.	H. 2272	-	-
H. 824	Commission, appointment of, to draft a bill.	S. W.	H. 2272	-	-
H. 825	Insurance of those temporarily unemployed.	S. W.	H. 2272	-	-
H. 827	Sickness insurance, old age pensions, investigation of.	S. W.	H. 2272	-	-
H. 828	Investigation and report provided for.	S. W.	H. 2272	-	-
H. 1015	Death, sick, and accident benefits, provisions for.	S. W.	H. 2272	-	-
H. 1132	Appointment of a commission to consider methods of social insurance.	S. W.	H. 2272	-	-
H. 2272	Special commission to study sickness insurance and old age pensions, appointment of. ¹	J. R. W. & M.	O. P. O. P.	- -	- Res. 157
e. Miscellaneous.					
S. 22	Metropolitan Park Commission and Metropolitan Water Board, pensions for laborers in.	S. W.	L. W.	Ac.	-
S. 30	Mothers of dependent children, aiding of.	S. W.	L. W.	Ac.	-
S. 173	Mothers with dependent children, aiding of.	S. W.	L. W.	Ac.	-
S. 230	Needy blind, pensions for.	S. W.	L. W.	S. sub. bill for "L. W."	-
S. 496	Needy blind, investigation relative to pensioning of (based on S. 230).	S. W. & M.	S. 496	N. D. of S. 230	Res. 139
H. 184	Mothers with dependent children, provisions for aiding.	S. W.	L. W.	Ac.	-
H. 435	Railroad and railway relief associations, transfer of powers and duties relative to (based on Pub. Doc. 14).	Ins.	N. L.	Ac.	-
H. 596	Mothers with dependent children, provisions for aiding.	S. W.	L. W.	Ac.	-
H. 634	Civil service employees of U. S., resolve favoring pensions for.	F. R.	Rep.	Adop. by H. Rej. by S.	-

¹ New draft by Social Welfare Committee, based on S. 1, 122, 174; H. 233, 341, 595, 691, 824, 825, 827, 828, 1015, 1132.

6. PENSIONS AND RETIREMENT SYSTEMS — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	e. Miscellaneous — Con.				
H. 1017	Probation officers, pensions for,	S. W. Cos.	Rep. Ch. O. P.	-	-
H. 1456	County law library employees to be pensioned,	S. W. Cos.	Rep. N. P. L. W.	Rej. by H.	225 G.
H. 1584	Neglected and dependent children, provisions aiding.	S. W.		Ac.	-
H. 1927	Defective eyesight, aiding of persons with (based on H. 55, 56).	S. W. H. W. & M. B. 3d R.	Rep. O. P. N. D. H. 1949	-	-
H. 1949	Defective eyesight, aiding persons with (based on H. 1927).	B. 3d R.	Rep.	Sub. by H. for H. 1927	160 G.

7. SAVINGS BANK INSURANCE.

H. 1346	Trust companies having savings bank departments to establish life insurance departments.	Ins.	L. W.	Ac.	-
H. 1756	Annual report of the Insurance Commissioner,	Ins.	N. L.	Ac.	-

8. CO-OPERATIVE ASSOCIATIONS.

S. 15	Fraternal benefit societies, control and regulation of.	Ins.	L. W.	Ac.	-
H. 66	Credit unions to be under the Supervisor of Loan Agencies (based on H. 63).	L. A.	N. L.	Ac.	-
H. 67	Corporate name of credit unions, law amended as to (based on H. 63).	L. A.	N. L.	Ac.	-
H. 68	Taxation of credit unions (based on H. 63), .	Tax.	N. L.	Ac.	-
H. 646	Graduates of certain schools may organize fraternal benefit societies without the lodge system.	Ins.	Rep.	-	4 G.
H. 763	Certain domestic fraternal beneficiary societies, law affecting, amended.	Ins.	L. W.	Ac.	-
H. 1208	Boston and Maine Railroad Relief Association to be made subject to the law relative to fraternal beneficiary associations.	Ins.	L. W.	Ac.	-
H. 1480	Credit unions, to restrict locality of, . . .	B. & B.	L. W.	Ac.	-

9. SMALL LOANS LAW.

S. 528	Supervisor of Loan Agencies, powers, etc., of,	L. A.	Rep.	-	274 G.
H. 39	Supervisor of Loan Agencies, powers and duties of (based on S. 1, H. 38).	L. A. S. W. & M.	Rep. O. P.	Am. by S.	-
H. 65	Savings and loan associations, Bank Commissioner's authority over, extended (based on H. 63).	P. S.	L. W.	Ac.	194 G.
H. 66	Supervisor of Loan Agencies to supervise credit unions (based on H. 63).	L. A.	N. L.	Ac.	-
H. 467	Making of small loans regulated,	L. A.	L. W.	H. sub. H. 2114 for "L. W."	-
H. 1381	Making of small loans regulated,	L. A.	L. W.	H. sub. H. 2114 for "L. W."	-
H. 1382	Supervisor of Loan Agencies, duties of, enlarged.	L. A.	L. W.	Ac.	-
H. 2114	Making of small loans, law regulating, . . .	-	-	- ¹	224 G.

¹ Substituted by the House for the report, leave to withdraw, on H. 467, 778, and 1381.

10. INDUSTRIAL EDUCATION.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
S. 4	School property to be used for civic purposes,	Ed.	Rep.	-	86 Sp.
S. 44	Shoemaking school in Lynn, establishment of,	Ed. H. B. 3d R.	Rep. N. D. H. 1768	- -	-
S. 98	Co-operative courses in public schools and em- ployment of pupils in co-operating agencies.	Ed.	Rep.	Am. by S.	95 G.
S. 125	Free vocational education, further regulation of.	Ed.	L. W.	Am. by H. Ac.	-
S. 290	Adult blind, home instruction for,	S. W. W. & M.	Rep. O. P.	-	-
H. 15	Massachusetts Agricultural College, improve- ments at (based on H. 14).	Ag. H. W. & M.	Rep. N. D. H.	-	201 G.
H. 16	Massachusetts Agricultural College, improve- ments at (based on H. 14).	S. W. & M. Ag. H. W. & M.	2155 Rep. Ch. N. D. H.	- -	-
H. 56	Blind, law relative to vocational guidance for, amended (based on H. 55).	S. W.	H. 1927	-	-
H. 57	Occupational colony for blind men to be estab- lished (based on H. 55).	S. W.	N. L.	Ac.	-
H. 107	Normal school for Bristol County,	Ed. H. W. & M.	Rep. N. P.	-	-
H. 108	University of Massachusetts, establishment of (based on S. 1).	Ed.	L. W.	Rej. by H. Ac.	-
H. 188	Transportation of pupils to industrial schools,	S. Rys.	L. W.	H. sub. bill for "L. W." Rej. by H.	-
H. 194	Marketing of agricultural products, dissemina- tion of information relative to.	Ag.	N. D. H. 2233	-	-
H. 195	Agricultural advantages and opportunities, circulation of information relating to (based on H. 193).	Ag.	N. L.	Ac.	-
H. 199	Children's interest in agriculture to be stimu- lated (based on H. 193).	Ag. H. W. & M.	Rep. N. P.	-	-
H. 335	Normal schools, — training schools for (based on H. 376).	Ed.	N. G. C.	Rej. by H. Ac.	-
H. 440	Garden station to be provided,	Ag. H. W. & M.	Rep. Ch. N. D. H.	-	-
H. 514	Agricultural instruction for families (based on S. 1 and H. 512).	Ed.	2178 Rep.	Am. by S.	185 G.
H. 515	Mount Toby State Demonstration Forest, in- struction therein provided for.	Ag. H. W. & M.	Rep. O. P.	-	-
H. 738	Normal schools, instruction in forestry in, . .	Ed.	L. W.	Ac.	234 G.
H. 880	State Normal School in New Bedford, . . .	Ed.	L. W.	Ac.	-
H. 1027	Barn and equipment for Bristol County Agri- cultural School.	Ed. Cos.	Rep. Ch. O. P. Ch.	-	-
H. 1318	Experimental work in the planting and growing of tobacco provided for.	Ag.	H. 2155	-	156 G.
H. 1493	Special training for injured persons provided for.	Ed.	H. 2023	-	-
H. 1496	Massachusetts School of Finance, Commerce and General Industry, establishment of.	Ed.	L. W.	Ac.	-
H. 1521	Special training for injured employees, . . .	J. J.	L. W.	Ac.	-
H. 1768	Industrial shoemaking school in Lynn (based on S. 44).	H. B. 3d R.	Rep.	Sub. by H. for S. 44	174 Sp.
H. 2023	Special training for injured persons to be in- vestigated (based on H. 1493).	Ed.	Rep.	-	-
H. 2155	Agricultural College, improvements at (based on H. 15, H. 1318).	H. W. & M. H. W. & M.	O. P. Rep.	-	Res. 75 Res. 104
H. 2162	Agricultural education, special commission to investigate (based on H. 14, H. 16).	H. W. & M. S. W. & M.	Rep.	-	-
H. 2178	Experimental station for practical demon- strations in gardening (based on H. 440).	H. W. & M.	O. P.	-	Res. 106 Res. 117
H. 2233	Agricultural products, improving the market- ing of (based on H. 193, H. 194).	Ag. H. W. & M.	Rep. O. P.	-	-
H. 2270	Market gardening, practical demonstrations in,	H. W. & M.	Rep.	Rej. by H. -	- Res. 161

11. LABOR DISPUTES.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
S. 104	Conspiracies against wage earners, to prohibit,	J. J.	L. W.	Ac.	-
S. 263	Public service companies to be compelled to arbitrate disputes.	La.	L. W.	Ac.	-
S. 404	Strike breakers, amendment of act relative to advertising for (based on H. 1374).	La.	Rep.	-	143 G.
H. 1216	Peaceful persuasion, extent permitted defined,	J. J.	L. W.	Ac.	-
H. 1374	Advertising for strike breakers, law relative to, amended.	La.	L. W.	-	-
H. 1375	State Board of Conciliation and Arbitration, relative to decisions of.	Recons. La.	S. 404 H. 1850	-	-
H. 1850	Board of Conciliation and Arbitration, relative to decisions of (based on H. 1375).	La.	Rep.	-	89 G.

12. LICENSED OCCUPATIONS.

a. Hawkers and Pedlers.					
S. 455	Licensing of pedlers (based on H. 2080), . . .	S. B. 3d R.	Rep.	Am. by H.	242 G.
H. 272	Licensing of pedlers, law relative to, amended (based on H. 269).	Mer. Aff.	H. 2004	-	-
H. 476	Itinerant vendors, relative to licenses of, . . .	Mer. Aff. W. & M.	Rep. O. P.	-	-
H. 563	Pedlers to be licensed by cities and towns, . . .	Mer. Aff.	L. W.	Ac.	120 G.
H. 1244	Sale of confectionery and popcorn by certain pedlers authorized.	Mer. Aff.	L. W.	Ac.	-
H. 1534	Pedlers' license law not to affect the wholesalers and jobbers.	Mer. Aff.	L. W.	Ac.	-
H. 2004	Hawkers and pedlers, licensing of (based on H. 269, H. 272).	Mer. Aff.	Rep.	N. D. H. 2080	-
H. 2080	Licensing of pedlers, law relative to, amended,	-	-	Sub. by H. for H. 2004	-
b. Engineers and Firemen.					
S. 211	Locomotive engineers, law affecting, amended,	S. B. 3d R.	N. D. S. 455	-	-
H. 781	Engineers and firemen's license law amended,	Mer. Aff.	L. W.	Ac.	-
H. 1246	Operation of steam boilers, law relative to, amended.	Mer. Aff.	L. W.	Ac.	-
c. Electrical Workers, Steamfitters, and Plumbers.					
S. 48	Steamfitters, law licensing,	Mer. Aff.	N. G. C.	Ac.	-
H. 40	Electricians, law licensing, to be investigated,	Mer. Aff.	N. L.	Ac.	-
H. 150	Elevator constructors, licensing of,	Mer. Aff.	L. W.	Ac.	-
H. 257	Plumbers, fees for registration of, changed, . .	P. H.	N. L.	Ac.	-
H. 311	Elevator operators, licensing of,	Mer. Aff.	L. W.	Ac.	-
H. 1402	Electricians, electric workers and companies to be registered.	Mer. Aff.	L. W.	Ac.	-
d. Chauffeurs.					
S. 28	Operators of motor vehicles, licensing of, . .	R. & B.	S. 344	-	-
S. 40	Chauffeurs' licenses revoked, when,	R. & B.	N. G. C.	Ac.	-
S. 167	Renewal of licenses, fee for, changed, . . .	R. & B.	L. W.	Ac.	-

12. LICENSED OCCUPATIONS — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
d. Chauffeurs — <i>Con.</i>					
S. 344	Applicants to be examined (based on S. 28), .	R. & B. S. W. & M. B. 3d R.	Rep. Rep. N. P.	- - Rej. by S.	- - -
H. 335	Non-residents, special licenses for,	R. & B. H. B. 3d R.	Rep. Ch. N. D. H.	- -	- -
H. 590	Physical examination of chauffeurs required, .	R. & B.	L. W. 1752	Ac.	-
H. 686	Operators of motor vehicles, licensing of, .	R. & B.	L. W.	Ac.	-
H. 687	Women operators, licenses of, restricted, . .	R. & B.	L. W.	Ac.	-
H. 957	Common carriers of passengers in motor vehi- cles to be licensed.	Mer. Aff.	H. 2038	-	-
H. 1074	Motor vehicles carrying persons for hire, rela- tive to.	Mer. Aff.	H. 2038	-	-
H. 1123	Revocation of licenses regulated,	R. & B.	L. W.	Ac.	-
H. 1124	Fees for licenses, law relative to, amended, .	R. & B.	L. W.	Ac.	-
H. 1355	Bond to be filed by licensed persons, . . .	J. J.	N. G. C.	Ac.	-
H. 1356	Indemnity required before issuance of license,	J. J.	N. G. C.	Ac.	-
H. 1752	Non-residents, special licenses for (based on H. 335).	H. B. 3d R.	Rep.	Am. by S.	42 G.
H. 1959	Renewal of licenses, fees for, changed (based on H. 1700).	Tax.	Rep.	-	140 G.
H. 2038	Common carriers by automobile to be licensed by cities and towns (based on H. 957, H. 1074).	Mer. Aff. Mer. Aff.	Rep. N. D. H. 2117	Recons. -	- -
H. 2117	Common carriers by automobile to be licensed by cities and towns.	Mer. Aff.	Rep.	Sub. by H. for H. 2038 Am. by S.	- 293 G.
e. Nurses and Nursing.					
H. 44	Registration of nurses, law relative to, amended,	P. H.	N. L.	Ac.	-
H. 1089	Registration of nurses, law relative to, amended,	P. H.	L. W.	Ac.	-
H. 1093	Midwives, licensing of,	P. H.	H. 2035	-	-
H. 1861	Boards of registration in medicine, dentistry, nursing, etc., consolidated (based on S. 1).	Sp. Com. H. W. & M.	Rep. N. G. C.	-	-
H. 2035	Midwives to be licensed,	P. H. H. W. & M.	Rep. N. P.	Ac. Rej. by H.	- -
f. Miscellaneous.					
S. 52	Chiroprodists to be registered,	P. H.	L. W.	Ac.	-
S. 62	Adjusters of fire losses to be licensed, . . .	Ins.	L. W.	Ac.	-
H. 200	Nursery agents to be licensed (based on H. 193),	Ag.	H. 1764	-	-
H. 205	Milk contractors, licensing and bonding of (based on H. 193).	Ag. & P. H.	H. 2145	-	-
H. 488	Undertakers, licensing of,	P. H.	L. W.	Ac.	-
H. 526	Milk contractors, licensing of,	Ag. & P. H.	H. 2145	-	-
H. 544	Licensed insurance agents and workers, des- ignation of.	Ins.	H. 1663	-	-
H. 642	Fishermen, licensing of,	F. & G.	H. 1857	-	-
H. 754	Hunting and fishing licenses required, . . .	F. & G.	H. 1857	-	-
H. 893	Hunting and fishing licenses provided for, .	F. & G.	H. 1857	-	-
H. 1073	Real estate brokers in certain cities and towns to be licensed.	Mer. Aff.	N. G. C.	Ac.	-
H. 1090	Herbal remedies, licenses required to sell, .	P. H.	L. W.	Ac.	-

12. LICENSED OCCUPATIONS — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	f. Miscellaneous — Con.				
H. 1092	Barbers, licensing of,	P. H.	L. W.	Ac.	-
H. 1189	Private detectives, licensing of,	L. A.	N. G. C.	Ac.	-
H. 1242	Cinematographs, law amended relative to,	Mer. Aff.	L. W.	Ac.	-
H. 1337	Lecturers on Boston sightseeing cars to be licensed.	Ed.	L. W.	Ac.	-
H. 1399	Cinematograph operators, licensing of,	Mer. Aff.	L. W.	Ac.	-
H. 1527	Pawnbrokers, supervision and licensing of,	L. A.	L. W.	Ac.	-
H. 1535	Wholesalers and jobbers in confectionery and tobacco to be licensed.	Mer. Aff.	L. W.	Ac.	-
H. 1663	Licensed insurance agents and brokers, designation of (based on H. 544).	Ins.	Rep.	-	11 G.
H. 1764	Nursery agents, law relative to licensing of, amended (based on H. 193, H. 200).	Ag. H. W. & M. F. & G.	Rep. O. P.	-	-
H. 1857	Hunters and fishermen to be licensed (based on H. 642, H. 754, H. 893).	H. B. 3d R.	H. 1877	Am. by S. H. sub. H. 1877	91 G.
H. 1877	Fishing licenses further regulated (based on H. 1857).	H. B. 3d R.	Rep.	Am. by H. Rej. by S.	-
H. 2081	Charitable workers to be licensed, when,	L. A.	Rep.	-	188 G.
H. 2145	Milk contractors to be licensed (based on H. 193, H. 203, H. 526).	Ag. & P. H. H. W. & M.	Rep. N. P.	Ac.	-

13. PUBLIC EMPLOYMENT.

	a. Civil Service Law.				
S. 68	City clerks, provisions extended to,	P. S.	N. G. C.	Ac.	-
S. 165	Fall River superintendent of public buildings under civil service.	P. S.	L. W.	Ac.	-
S. 166	Fall River superintendent of municipal hospitals under civil service.	P. S.	L. W.	Ac.	-
S. 289	Natick police force, provisions extended to (based on H. 1103).	P. S.	Rep.	-	25 Sp.
S. 293	West Springfield, members of fire department under civil service.	P. S.	Rep.	-	350 Sp.
S. 522	Beverly chief of police under civil service,	-	-	Sub. by S. for N. G. C. on H. 1105 H. sub. bill for "N. G. C."	364 Sp.
H. 173	Revere chief of police under civil service,	P. S.	N. G. C.	Ac.	360 Sp.
H. 330	Essex county prison employees under civil service.	P. S.	N. G. C.	Ac.	-
H. 331	Fall River chimera to be under civil service,	P. S.	L. W.	Ac.	-
H. 518	Cripples and other disabled persons exempt from civil service examinations.	P. S.	L. W.	Ac.	-
H. 586	Building inspectors, etc., under civil service,	P. S.	N. G. C.	Ac.	-
H. 587	State, county, city and town appointive employees under civil service (based on S. 1, H. 69).	P. S.	H. 2128 (See p. 39.)	-	-
H. 697	Assessors under civil service, when,	Tax.	L. W.	Ac.	-
H. 813	Persons with military training, preference to be given.	P. S.	L. W.	Ac.	-
H. 1009	School attendance officers under civil service,	P. S.	N. G. C.	Ac.	-
H. 1010	Lists of persons eligible to be published,	P. S.	L. W.	Ac.	-

13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
	a. Civil Service Law — <i>Con.</i>				
H. 1103	Natick police force under civil service, . . .	P. S.	S. 289	-	-
H. 1105	Beverly chief of police under civil service, . .	P. S.	N. G. C.	T., T. T. H. sub. S. 522 Ac.	-
H. 1111	Lowell inspector of lands and buildings under civil service.	P. S.	N. G. C.	-	-
H. 1112	Marlborough city marshal or chief of police under civil service.	P. S.	N. G. C.	S. sub. bill for "N. G. C." -	351 Sp.
H. 1113	Peabody school janitors under civil service, . .	P. S.	Rep. Ch.	-	273 Sp.
H. 1446	Eligibility of persons having passed U. S. civil service examinations for state positions.	P. S.	L. W.	Ac.	-
H. 1575	City clerks and registrars under civil service, .	P. S.	N. G. C.	Ac.	-
H. 1905	Boston lamplighters, time exempt from civil service, extended.	P. S.	Rep. Ch.	-	296 Sp.
H. 2061	Watertown inspector of poles and wires under civil service.	P. S.	Rep.	-	365 Sp.
	b. Wages and Salaries.				
S. 24	Chelsea and Boston police and district court officers.	P. S.	L. W.	Ac.	-
S. 56	Middlesex probate court messenger, . . .	P. S.	N. G. C.	Ac.	-
S. 66	State House watchmen,	P. S.	L. W.	Ac.	-
S. 67	Premiums on court officers' bonds to be paid,	P. S. S. W. & M. Cos. S. B. 3d R.	Rep. Rep. Rep. S. 300 L. W.	Am. by S. - - - Ac.	- - - -
S. 69	Deputy warden of state prison,	P. S.	L. W.	Ac.	-
S. 156	State employees on military service, . . .	Mil. Aff.	H. 1924	-	-
S. 163	Brighton district court officers,	P. S.	L. W.	Ac.	-
S. 204	Police officers' fees for travel and court attend- ance, allowance to.	L. A.	L. W.	Ac.	-
S. 281	Investigation of salaries paid state employees,	P. S.	L. W.	Ac.	-
S. 298	State officers not to keep any fees,	La. Recons. H. W. & M. S. B. 3d R.	L. W. N. G. C. N. P. Rep.	- H. sub. bill Ac. -	- - - 39 G.
S. 300	Premiums on court officers' bonds to be paid (based on S. 67).	P. S. S. W. & M.	Rep. N. D. H.	- -	- -
S. 449	State house firemen (based on H. 1439), . . .	P. S. S. W. & M.	Rep. 2176	- -	- -
S. 467	Investigation of salaries of state and county employees (based on S. 1, H. 2091).	S. B. 3d R.	-	-	Res. 94
H. 91	Pharmacy, secretary of Board of Registration in (based on H. 88).	P. S.	N. L.	Ac.	-
H. 202	General agent of Dairy Bureau (based on H. 193).	Ag. H. W. & M.	Rep. Ch. Rep.	- Rej. by H.	- -
H. 204	State Board of Agriculture, secretary of (based on H. 193).	Ag.	N. L.	Ac.	-
H. 227	Stenographers and clerks in hospitals for con- sumptives (based on H. 208).	P. S. H. W. & M.	Rep. O. P.	- -	- 33 G.
H. 235	Clerks in office of District Police (based on H. 229).	P. S.	N. G. C.	Ac.	-
H. 236	Stenographers in the Boiler Inspection Depart- ment (based on H. 229).	P. S.	N. L.	Ac.	-
H. 265	Deputy Tax Commissioner,	P. S.	N. L.	Ac.	-
H. 268	Bond clerk in the State treasurer's department (based on H. 266).	P. S.	N. L.	Ac.	-
H. 332	Superior court stenographers,	P. S.	N. L.	Ac.	-

13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Wages and Salaries — <i>Con.</i>				
H. 364	Clerk of the State prison,	P. S.	N. G. C.	Ac.	-
H. 375	School teachers, partial reimbursement for salaries paid by small towns to.	Ed.	Rep.	-	-
H. 415	Deputy warden of State prison (based on H. 409).	H. W. & M. P. S.	N. P. N. G. C.	Ac. Ac.	- -
H. 416	Deputy superintendent of State reformatory (based on H. 409).	P. S.	N. G. C.	Ac.	-
H. 423	Agent of the Board of Prison Commissioners (based on H. 409).	P. S.	N. L.	Ac.	-
H. 492	Deputy Bank Commissioner,	P. S.	L. W.	Ac.	-
H. 559	Officers in criminal cases, witness fees for, .	L. A.	L. W.	Ac.	-
H. 584	Reformatory for Women, wages of employees in,	P. S. H. W. & M.	Rep. H. 2179	- -	- -
H. 678	State employees' salaries, approval of, . . .	P. S.	L. W.	Ac.	-
H. 680	Court officers, etc., to equalize salaries of, .	P. S.	N. G. C.	Ac.	-
H. 682	Prison commissioners, additional woman agent in employ of.	P. S. H. W. & M.	Rep. H. 1789	- -	- -
H. 816	County treasurers,	P. S.	N. G. C.	Ac.	-
H. 848	State employees' salaries regulated (based on H. 500).	H. W. & M.	Rep.	Am. by H.	2 G.
H. 863	Boston fire department members,	Cit.	L. W.	Ac.	-
H. 864	Boston fire department, probationary members.	Cit.	L. W.	Ac.	-
H. 865	Boston reserve police officers,	Cit.	L. W.	Ac.	-
H. 876	Essex county employees,	Cos.	L. W.	Ac.	-
H. 1104	Middlesex chief deputy sheriff,	P. S.	H. 1976 ¹	-	-
H. 1110	State House assistant engineers,	P. S. H. W. & M.	L. W. H. 2174	Sub. by H. for "L. W."	- -
H. 1279	Superintendent and Deputy Superintendent of the Reformatory for Women.	P. S.	N. G. C.	Ac.	-
H. 1438	Scrubwomen in public service,	P. S.	L. W.	Ac.	-
H. 1439	State House firemen,	P. S.	S. 449	-	-
H. 1440	State House engineers' helpers,	P. S. H. W. & M.	Rep. Ch. H. 2177	- -	- -
H. 1570	Firemen employed by the Commonwealth, .	P. S.	N. G. C.	Ac.	-
H. 1673	State civil engineering service, grades and salaries in, report relative to the standardization of.	P. S.	N. L.	Ac.	-
H. 1789	Additional woman agent in the Board of Prison Commissioners (based on H. 682).	H. W. & M.	Rep.	-	249 G.
H. 1924	State employees on militia service (based on S. 156).	Mil. Aff. H. W. & M.	Rep. O. P.	- -	- 126 G.
H. 2091	Salaries of commonwealth and county employees to be investigated (based on S. 1).	J. W. & M. S. B. 3d R.	Rep. N. D. S. 467	- -	- 267 G.
H. 2174	Assistant engineers in the State House (based on H. 1110).	H. W. & M.	Rep.	-	-
H. 2176	Firemen employed in the State House (based on S. 449, H. 1439).	H. W. & M. S. W. & M.	O. P. Rep.	- -	- 255 G.
H. 2177	Helpers in the State engineers' department (based on H. 1440).	H. W. & M.	Rep.	-	254 G.
H. 2179	Male employees at the Reformatory for Women (based on H. 584).	P. S. H. W. & M.	Rep. O. P.	- -	- Res. 118
Order	State and county employees, equalization of salaries of, order relative to.	-	Rep.	Adopted	-

¹ See under *Miscellaneous*, p. 63.

13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Dispo-sition	Chapter Number if En- acted
c. Hours of Labor.					
S. 17	State prison watchmen and turnkeys, eight-hour day for.	P. S.	L. W.	Ac.	-
S. 114	Female nurses in state institutions, eight-hour day for.	P. I.	L. W.	Ac.	-
H. 105	County employees in penal institutions, 48-hour week for.	Cos.	N. G. C.	Ac.	-
H. 137	Public employees and employees on public works.	La. H. W. & M.	L. W. H. 2016	- Bill sub. for "L. W."	- -
H. 681	Certain employees of the Commonwealth,	P. S.	L. W.	Ac.	-
H. 810	Certain state, county and municipal employees,	P. S.	L. W.	Ac.	-
H. 1577	Certain public employees, overtime work by,	P. S.	L. W.	Ac.	-
H. 1672	Hours of labor and Saturday half-holiday for public employees, report on.	P. S.	N. L.	Ac.	-
H. 2016	Public employees and employees on public works (based on H. 137).	H. W. & M. S. W. & M.	O. P. Rep.	- -	- 240 G.
d. Vacations, Half-holidays, and "Days off."					
S. 3	City and town employees, weekly half-holiday for.	P. S.	L. W.	S. sub. bill for "L. W." Rej. by S.	-
S. 20	Metropolitan Water and Sewerage Board and the Metropolitan Park Commission, half-holiday for laborers and mechanics in.	Met. Aff. H. W. & M.	Rep. O. P.	-	- 258 G.
S. 21	Metropolitan Park Commission and the Metropolitan Water and Sewerage Board, vacations for laborers and mechanics in.	Met. Aff.	L. W.	Ac.	-
S. 311	Leominster fire department, "days off" for members of (based on H. 445).	S. B. 3d R.	Rep.	-	144 Sp.
S. 429	Boston policemen, "days off" for (based on H. 624).	Cit.	Rep.	S. sub. N. D. S. 463 Sub. by S. for S. 429	-
S. 463	Boston policemen, "days off" for,	-	-	-	-
S. 502	Governor's veto of Senate Bill No. 463,	-	-	Veto of S. 463	-
H. 445	Leominster fire department, "days off" for members of.	Cit. S. B. 3d R.	Rep. N. D. S. 311	S. sub. S. 311	-
H. 624	Boston policemen, "days off" for,	Cit. Cit.	L. W. S. 429	Rec.	-
H. 811	Saturday half-holidays for laborers, workmen and mechanics employed by the Commonwealth.	P. S.	L. W.	Ac.	-
H. 866	Boston policemen, "days off" for,	Cit.	L. W.	Ac.	-
H. 1325	Boston Municipal Printing Plant employees, vacations for.	Cit.	H. 1695	-	-
H. 1481	Matrons and scrubwomen employed by city of Boston, vacations for.	Cit.	L. W.	Ac.	-
H. 1571	Firemen in all state departments, vacations for,	P. S.	N. G. C.	Ac.	-
H. 1672	Public employees, Saturday half-holiday and hours of labor of.	P. S.	N. L.	Ac.	-
H. 1695	Boston Municipal Printing Plant, vacations for employees in (based on H. 1325).	Cit.	Rep.	-	129 Sp.
e. Preference to Citizens.					
H. 80	Employment on public works (based on H. 77),	La.	N. L.	Ac.	-
H. 171	Male employees in state institutions to be United States citizens.	P. S.	L. W.	Ac.	-
H. 172	Employment in state institutions,	P. S.	L. W.	Ac.	-
H. 556	Construction of public works, law relative to citizens' preference amended.	La.	H. 1781	-	-

13. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
e. Preference to Citizens — <i>Con.</i>					
H. 931	Employment in the construction of public works, law amended.	La.	H. 1781	-	-
H. 1576	Employment in state institutions, . . .	P. S.	L. W.	Ac.	-
H. 1781	Teamsters and laborers in the construction of public works to be citizens (based on H. 556, H. 931).	La. H. W. & M.	Rep. Rep.	Recons. N. D. H.	-
H. 2022	Employment of teamsters and laborers in the construction of public works (based on H. 1781).	La. H. W. & M.	Rep. O. P.	N. D. of H. 1781 Am. by S.	-
f. Corrupt Practices.					
H. 1447	Legislative activity of certain state officials, employees, etc., regulated.	F. R.	L. W.	Ac.	-
g. Miscellaneous.					
S. 64	Contracts by the Commonwealth or by counties, cities and towns, relative to making and awarding of.	Mer. Aff.	L. W.	Ac.	-
S. 89	Boston Municipal Court messenger, powers and duties of.	P. S.	L. W.	Ac.	-
S. 117	Rest and emergency rooms for female employees in the State House.	S. H. & L.	L. W.	Ac.	-
S. 159	Women to be eligible for service on boards of health.	P. H.	Rep.	Rej. by S.	-
S. 299	Westfield to have town auditor, . . .	Towns	Rep. Ch.	-	-
S. 320	Employees in the Insurance Department, relative to (based on H. 24).	S. B. 3d R. S. B. 3d R.	S. 422 Rep.	Sub. by S. for H. 24	-
S. 422	Westfield to have town auditor (based on S. 299).	H. W. & M. S. B. 3d R.	O. P. Rep.	-	40 G. 280 Sp.
S. 442	Purchasing agents for cities (based on H. 1187, H. 1484).	Cit.	Rep.	Am. by H.	223 G.
S. 459	Employees of Gas and Electric Light Commissioners (based on H. 237, H. 239).	P. S.	Rep.	-	220 G.
H. 24	Employees in the Insurance Department, re-codification of statutes relating to (based on H. 23).	Ins. S. B. 3d R.	Rep. N. D. S. 320	-	-
H. 53	Clerical assistance in the office of the Commissioner of State Aid and Pensions.	P. S.	N. G. C.	Ac.	-
H. 87	Additional agent in the State prison (based on H. 85).	P. S.	N. L.	Ac.	-
H. 99	Somerville school janitors to be under control of the school committee.	Cit.	L. W.	Ac.	-
H. 178	Road monitors, appointment of, by highway commission.	R. & B.	L. W.	Ac.	-
H. 239	Certain employees of the Board of Gas and Electric Light Commissioners, relative to (based on H. 237).	P. S.	S. 459	-	-
H. 337	Patrolmen to be appointed by the Highway Commission.	R. & B.	L. W.	Ac.	-
H. 413	Assistant engineers at the State prison, appointment of (based on H. 409).	P. S. H. W. & M.	Rep. N. D. H.	-	-
H. 414	Assistant physician at the State prison, appointment of (based on H. 409).	P. S.	N. L.	Ac.	-
H. 679	Worcester police officers, promotion of certain,	P. S.	H. 1858 ¹	-	-
H. 732	Boston police officers, uniforms for, . . .	Cit.	L. W.	Ac.	-
H. 849	Assistant stenographer in the Executive Department, relative to.	P. S.	N. P.	Ac.	-
H. 862	Boston firemen and policemen, uniforms to be furnished free to.	Cit.	L. W.	Ac.	-
H. 969	Metropolitan Park Commission to employ police officers for temporary service.	Met. Aff.	H. 1787	-	-
H. 1004	Cottage for Monson State Hospital employees,	P. I.	L. W.	Ac.	-

¹ H. 1858, being in favor of an individual, has been omitted.

13. PUBLIC EMPLOYMENT — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
	g. Miscellaneous — <i>Con.</i>				
H. 1185	Heads of departments, etc., in cities, relative to appointment of.	Cit.	Rep.	Am. by S. Veto: H. 1829	-
H. 1187	City purchasing agent for Medford, . . .	Cit.	S. 442	-	-
H. 1377	Certain police officers, appointment of, . . .	L. A.	L. W.	Ac.	-
H. 1441	Official stenographer in the police, district and municipal courts of the Commonwealth, appointment of.	P. S.	L. W.	Ac.	-
H. 1442	Physical qualifications of Boston and the Metropolitan park police.	P. S.	L. W.	Am. by H. S. rej. bill	-
H. 1484	Purchasing agent for Worcester, . . .	Cit.	S. 442	-	-
H. 1568	Fire departments, appointments to, . . .	P. S.	L. W.	Ac.	-
H. 1569	Police departments of the Commonwealth, cities and towns, appointments to.	P. S.	L. W.	Ac.	-
H. 1574	Clerical assistance for the treasurer of Norfolk County.	P. S. Cos. H. B. 3d R.	Rep. O. P. H. 2013	- - H. sub. H. 2013	- - -
H. 1787	Metropolitan Park Commission, police officers for temporary service of (based on H. 969).	Met. Aff. H. W. & M. S. W. & M.	Rep. O. P. Rep.	- - -	- -
H. 1789	Additional woman agent in the Board of Prison Commissioners (based on H. 682).	W. & M.	Rep.	-	56 G. 249 G.
H. 1829	Governor's veto of House Bill No. 1185, . . .	-	-	Veto of H. 1185	-
H. 1919	Substitute call men in fire departments, promotion of.	Cit.	Rep.	-	119 G.
H. 1976	Middlesex County court officer as deputy sheriff (based on H. 1104).	P. C.	Rep.	-	133 G.
H. 2013	Clerical assistance by treasurer of Norfolk County.	H. B. 3d R.	Rep.	Sub. by H. for H. 1574	182 G.
H. 2123	Town clerks and accountants, appointment of.	S. W. & M. Towns	Rep.	-	252 G.
H. 2156	Accountant and bookkeeper in the Auditor's office, appointment of (based on H. 500).	H. W. & M.	Rep.	-	236 G.
H. 2205	Assistant engineers for the State prison, relative to (based on H. 409, H. 413).	H. W. & M. Recom. to P. S.	Rep. N. D. H. 2234	- -	-
H. 2234	Assistant engineers at the State prison, appointment of (based on H. 409, H. 413, H. 2205).	P. S. H. W. & M.	Rep. O. P.	- H. sub. H. 2253	-
H. 2253	Assistant engineers at the State prison, appointment of.	-	-	Sub. by H. for H. 2234	-
P.D. 12	State Treasurer may employ clerk to collect claims.	S. W. & M. P. S.	- N. L.	Ac.	278 G.
P.D. 46	Secretary of State, another clerk for, . . .	J. J.	N. L.	Ac.	-

14. RAILROAD LABOR.

H. 508	Street railway companies may operate electric cars in charge of one employee.	S. Rys.	L. W.	Ac.	-
H. 1013	Street cars and horse drawn vehicles, penalty for the operation of, while under the influence of liquor.	R. & B.	L. W.	Ac.	-

15. PRISON LABOR.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 93	Compensation for prisoners injured in the course of their employment provided for (based on H. 92).	J. J.	N. L.	Ac.	-
H. 213	Rutland State Sanatorium, use of prison labor at (based on H. 208).	P. I. W. & M.	Rep. Ch. O. P.	-	-
H. 217	North Reading State Sanatorium, use of prison labor at (based on H. 208).	P. I.	N. L.	Ac.	Res. 108
H. 221	Lakeville State Sanatorium, use of prison labor at (based on H. 208).	P. I.	Rep.	Bill rej.	-
H. 226	Westfield State Sanatorium, use of prison labor at (based on H. 208).	H. W. & M. P. I.	N. P. N. L.	by H. Ac.	-
H. 412	Transfer of prisoners from the State prison to the Prison Camp and Hospital, law amended (based on H. 409).	S. W.	Rep. Ch.	-	76 G.
H. 419	Accommodations for inmates at the Prison Camp and Hospital, law amended (based on H. 409).	P. I. H. W. & M. H. B. 3d R.	Rep. O. P. N. D. H. 2053	- - -	- - -
H. 420	Attempted escapes from the Prison Camp and Hospital, punishment for (based on H. 409).	P. I. W. & M.	Rep. O. P.	- -	- 187 G.
H. 2053	Accommodations for inmates at the Prison Camp and Hospital (based on H. 419).	H. B. 3d R. S. W. & M.	Rep. Rep.	- -	- -

16. LEGAL HOLIDAYS.

H. 145	New Year's Day as a legal holiday, . . .	L. A.	H. 299	-	-
H. 299	January first as a legal holiday (based on H. 145).	L. A.	Rep.	-	104 G.
H. 1230	Labor on legal holidays, law relative to, amended.	La.	L. W.	Ac.	-
H. 1380	Memorial Day and Thanksgiving Day as legal holidays, observance of.	L. A.	L. W.	Ac.	-
H. 1530	February twelfth as a legal holiday, . . .	L. A.	L. W.	Ac.	-

17. SUNDAY LABOR AND WEEKLY DAY OF REST.

a. Sunday Labor.					
S. 264	Ice cream, law relative to manufacturing on Sunday.	L. A.	L. W.	Ac.	-
H. 141	Motor vehicles, sale of supplies and renting of,	L. A.	H. 1649	-	-
H. 772	Sale of certain articles of food and drink, law amended.	L. A.	Rep. Ch.	Am. by S.	146 G.
H. 941	Making and sale of photographs, law amended,	L. A.	L. W.	Ac.	-
H. 1067	Ice cream, confectionery, soda water and fruit, sale of, in Cambridge.	L. A.	L. W.	Ac.	-
H. 1234	Sale of food, law relative to, amended, . . .	L. A.	L. W.	Ac.	-
H. 1338	Bread and other food by bakers, making and sale of.	L. A.	L. W. See H. 1876	Ac.	-
H. 1523	Bootblacks not to work on Sunday, . . .	L. A.	L. W.	Ac.	-
H. 1649	Motor vehicles, sale of supplies or letting for hire, prohibited (based on H. 141).	L. A.	Rep.	Rej. by S.	-
H. 1876	Manufacture and sale of bread, law amended,	-	-	-1	-

1 Moved to be substituted for leave to withdraw on H. 1388.

17. SUNDAY LABOR AND WEEKLY DAY OF REST — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
	b. Weekly Day of Rest.				
H. 138	Hotels and restaurants, employees of, . . .	La.	H. 1843 ¹	-	-
H. 1376	Hotel and restaurant employees, . . .	La.	H. 1843 ¹	-	-

18. HOUSING.

	a. References to Building Laws.				
S. 465	Basement walls in certain Boston buildings, law amended (based on H. 1545).	Met. Aff.	-	N. D. of H. 1545 Rej. by S.	-
H. 1071	Revision of the building laws,	Mer. Aff.	Rep.	-	-
H. 1248	Appointment of commission to investigate building laws and regulations.	Mer. Aff.	L. W.	T.	-
H. 1545	Masonry walls in Boston buildings, construction of, changed.	Met. Aff.	L. W.	Rec. by S. N. D. S. 465	-
H. 1546	Automatic sprinklers in Boston tenements, .	Met. Aff.	L. W.	Ac.	-
	b. Other Housing Laws.				
H. 103	Homes for citizens,	Cons. Am.	N. G. C.	Ac.	-
H. 513	Homesteads for citizens, provisions for (based on H. 512).	S. W. H. W. & M.	Rep. N. P.	- Am. by S.	- -

19. MISCELLANEOUS.

S. 1	Hours of labor, Governor's address on, . . .	La.	N. L.	Ac.	-
S. 482	Unfair solicitation of business on sidewalks (based on H. 1373).	J. J.	Rep.	Rej., Rec., and am. by H.	289 G.
S. 524	Hours in industries of continuous labor, .	La.	S. 533	-	-
S. 533	Industries operating continuously, special commission to investigate restrictions of working hours in (based on S. 524).	La.	Rep.	-	Res. 164
H. 138	Hotel and restaurant employees, one day's rest in seven for.	La.	H. 1843	-	-
H. 139	Hours of labor in paper mills regulated, . .	La.	L. W.	H. sub. H. 1835 for "L. W."	-
H. 306	Mechanic's tools, to prevent selling or pledging of.	L. A.	L. W.	Ac.	-
H. 339	Massachusetts Board of Immigration, to establish (based on S. 1).	S. W.	N. D. H. ² 2187	-	-
H. 457	Steam-boiler and fly-wheel insurance law amended.	Ins.	H. 1726	-	-
H. 648	Payment of interest on money held as security for the good conduct of employees, relative to.	L. A.	L. W.	Ac.	-
H. 762	Industrial policies, additional rights to attach to.	Ins.	L. W.	Ac.	-
H. 932	Paper mills, hours of labor in, regulated, .	La.	L. W.	Ac.	-

¹ See under *Miscellaneous*.² See under *Administrative Provisions, State Board of Labor and Industries*, p. 40.

19. MISCELLANEOUS — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if En- acted
H. 1042	Industrial policies, cash surrender values of, regulated.	Ins.	L. W.	Ac.	-
H. 1179	Employees of savings banks, relative to,	B. & B.	N. G. C.	H. sub. bill for "N. G. C." C."	-
H. 1373	Unfair solicitation of business on sidewalks prohibited.	Recons. J. J.	Rep. N. D. S. 482	Rej. by H. -	-
H. 1376	Hotel and restaurant employees, one day's rest in seven for.	La.	H. 1843 ¹	-	-
H. 1454	Family aid where compulsory education works hardship.	S. W.	L. W.	Ac.	-
H. 1726	Mutual companies may insure steam boilers and fly wheels (based on H. 457).	Ins.	Rep.	-	21 G.
H. 1835	Hours of labor of tour workers in paper mills regulated.	-	-	- ²	-
H. 2020	Hours of labor, etc., in hotels and restaurants to be investigated (based on H. 138, H. 1376, H. 1843).	H. W. & M. S. W. & M.	O. P. Rep.	- -	- Res. 74

¹ See under *Industrial Sanitation*, p. 44.² Substituted by the House for leave to withdraw on H. 139, but rejected finally by the Senate.

III.

OPINION OF THE ATTORNEY-GENERAL ON PENDING LEGIS- LATION.

DEDUCTIONS FROM WAGES FOR BEING LATE TO WORK.

HOUSE DOCUMENT NO. 1830.

The Commonwealth of Massachusetts.

DEPARTMENT OF THE ATTORNEY-GENERAL,
BOSTON, March 6, 1916.

Hon. CHANNING H. COX, *Speaker of the House of Representatives.*

DEAR SIR:— I have the honor to acknowledge an order passed by the House of Representatives on February 18, 1916, in the following form:

Ordered, That the Attorney-General be requested to render an opinion to the House of Representatives as to the constitutionality of House bill No. 1713, entitled "An Act relative to deductions from the pay of employees who are late in coming to work."

The bill referred to in this order is entitled "An Act relative to deductions from the pay of employees who are late in coming to work." It provides as follows:

SECTION 1. No employer shall deduct from an employee's pay more than the amount of wages in actual time lost on account of the employee's coming late to work.

SECTION 2. Whoever violates the provisions of this act shall be punished by a fine of not more than fifty dollars.

A difficulty of construction lies at the outset of the question propounded by the order. Literally construed, it appears that deductions for all causes are prohibited, as well as those on account of the coming late to work by the employee, as it would seem that the phrase "on account of the employee's coming late to work" does not refer to the *reason* for deductions but to the *amount* which may be deducted in any event.

Again, it is open to the interpretation that it is not limited to employees receiving wages, but applies to all employees, however paid. If so construed, the bill, in my judgment, would be unconstitutional.

I think, however, it is intended by the bill to forbid employers deducting from the wages of an employee on account of his coming late to work more than an amount proportionate to the actual time the employee was late, on account of the damages claimed to be suffered by the employer by reason of the employee's tardiness. Adopting that construction, I proceed to consider the bill.

The "right of acquiring, possessing and protecting property" and the right to the enjoyment of "life, liberty and property" are secured to every citizen by the Constitution of Massachusetts, as well as by the Constitution of the United States. These rights include the right to use one's powers and faculties in any reasonable way for

the promotion of his interests and the right to make contracts with others, and can be regulated by the Legislature in the exercise of the police power only in the interests of the public health, the public safety or the public morals and, in a certain restricted sense, of the public welfare.

The question presented, then, is whether this bill, if enacted, would be a reasonable exercise of this power in the interest of the public welfare. This matter is one in the first instance for the Legislature to determine, and its determination will not be revised by the court unless it is clearly unwarranted.

That the public welfare is involved in the manner and time in which certain employees are paid, is evidenced by our weekly payment law, the constitutionality of which was upheld upon this ground by the Supreme Judicial Court in *Opinion of the Justices*, 163 Mass. 589, and our laws relating to the assignment of wages. *Commonwealth v. Martel*, 200 Mass. 482.

The proposed act will deprive the employer of no right which he now has to discharge the employee. The act does not purport to preclude the employer from recovering in an action against the employee damages which he has sustained, if any, on account of the employee's tardiness, in addition to the amount which he is authorized to deduct from the employee. Nor, in my judgment, does it necessarily follow that, if the act should be construed to prohibit such an action, it would be unconstitutional. The contractual relations of substantially all whom it affects are at will, that is, terminable at the pleasure of either party. Thus, it is difficult to conceive of any claim for substantial damages for tardiness that an employer would ever have against any employee to which the act applies, in addition to the deduction which the act permits him to make from such employee's wages. A contention, therefore, that the act requires an employer to pay for that which he has not received seems to me fanciful rather than substantial.

I am not unmindful of the case of *Commonwealth v. Perry*, 155 Mass. 117, in which our Supreme Judicial Court held unconstitutional a statute providing as follows:

No employer shall impose a fine upon or withhold the wages or any part of the wages of an employee engaged at weaving for imperfections that may arise during the process of weaving.

That statute was interpreted by the court as requiring payment in full of a price agreed upon for good work when only imperfect work had been done. This bill merely provides that if the employer does not elect to discharge his employee and permits him to work when he comes late, he shall be permitted to deduct from the employee's wages only an amount proportional to the actual time that he is late. He is permitted to deduct a pro rata amount, and thus he pays only a partial wage for partial time. He is forbidden to deduct any amount on account of more remote damages; in other words, he is permitted to deduct a pro rata amount on the ground that in most cases that will constitute the full amount of his damages, and in the exceptional cases, where more remote damages are suffered, he is left to his action at law. In my opinion this is a very different situation from that before the court in the case cited.

Furthermore, in my judgment it cannot be said that this bill is too broad in its application and that it is thus an unreasonable interference under the police power with the right of contract. As I construe it, the bill is limited in its scope to a class of employees who can fairly be said to need its protection. It does not apply to all employees, but only to those who earn wages. Though the line between wages and

salary is not a clearly defined one, in the main the term "wages" is used to describe compensation paid, usually at a daily or weekly rate, for the performance of labor, skilled or otherwise. To use a phrase frequently appearing in our statutes, wages is the compensation paid to "laborers, workmen or mechanics." In my view this bill applies only to laborers, workmen and mechanics, and perhaps to a few other employees who earn wages and yet do not come strictly within that description, and not to all persons standing in the relation of employer and employee. Thus construed, the classification adopted by it seems to me to be a reasonable one.

I assume the purpose of the act is to prohibit an employer from arbitrarily deducting an amount determined by himself from the wages of an employee, and to prevent the imposition of fraud and oppression upon a class of persons not in a favorable position to protect themselves.

I am unable to say that no just ground exists for such legislative interference, if properly limited, and accordingly, if the General Court enacts the bill, I am of the opinion that it will be constitutional. If it is deemed expedient to enact the bill, I suggest it be amended to eliminate ambiguity. Without amendment, it might be construed otherwise than I have construed it, and, in that event, much more difficult questions as to its constitutionality would arise.

Very truly yours,

HENRY C. ATTWILL,
Attorney-General.

IV.

RECOMMENDATIONS CONCERNING LABOR IN THE INAUGURAL ADDRESS OF THE GOVERNOR, 1916.

CONSOLIDATION OF LABOR DEPARTMENTS.

The Labor Bureau at Washington has increased so that it has acquired a cabinet rank. The same thing in effect has been witnessed in Great Britain. There would seem to be no good reason why with the narrower range of jurisdiction of a State the subject should be distributed among at least three commissions. I suggest that you consider whether the Boards upon Labor and Industry, Minimum Wage and Industrial Accidents should not be consolidated into one, and whether the grouping together of these jurisdictions under one strong Board would not result in the saving of expense and in the more comprehensive and just treatment of the interests involved.

EXTENSION OF THE CIVIL SERVICE.

The civil service law of Massachusetts was enacted more than thirty years ago. It was the best of the civil service laws at that time in the country. Massachusetts was one of the three pioneers in civil service legislation. But she has been content to remain almost stationary while great advances have been made in other States. In some of them the merit system has been extended to many positions to which it does not apply in Massachusetts, and the subject of the efficiency of the public service has been put in charge of the Civil Service Commission. I believe our civil service law should at once be put abreast of the best standards of the time.

It is an anomaly that the classified service, which has been made to include offices in municipalities and in the State, should not also cover similar offices in the counties. The function of the Civil Service Commission has been almost wholly the ascertainment of the fitness of candidates for admission to the public service. One objection that has often been urged against the system is that after an appointment had been made the security of the tenure did not incite to energetic performance of the work, and public employees, although paid larger salaries, did less work than similar employees in private business. In different parts of the country efficiency functions have been conferred upon Civil Service Commissions and they have been given power to scrutinize the work done by the employees to see that their efficiency was maintained. The city of Chicago and the county in which it is situated have extended this function to their Civil Service Commissions with the result that some \$4,000,000 a year have been saved and better work has been done than ever before. The State of Wisconsin has put the employees of the Legislature as well as the executive employees within the classified service, with the result that the cost of the civil service of the Legislature in Wisconsin is much less than in the other States. In view of the successful experience of other portions of the Union I recommend that the merit system be extended, so that the greater number, and, if possible all, of the following places may be put within the classified service by the Civil Service Commission, with the approval of the Governor and Council, namely: appointive employees in the county service, appointive heads of departments of the Commonwealth and of the cities, employees of the Legis-

lature and of the Treasurer and Receiver-General, and all other employees to which for similar reasons the same principle should apply. I also recommend that the function of the Civil Service Commission be extended so that it shall scrutinize the efficiency of employees after entrance into the service, to the end that the idle and incapable may be removed, the tone of the service raised, salary and work standardized, and so that also effect may be given to just complaints of any citizen as to the misconduct or inefficiency of public employees. Some of the Civil Service Commissions in other States, with large powers, have graded candidates according to their education, training, achievement, character and personality, with the aid of specialists, and by these methods have been able to select experts of high technical knowledge and executive ability. The commission having such peculiar relations to the civil service of the Commonwealth should not be an academic commission, with functions that were merely literary, but it should be made a more practical and vital organization. In order effectively to carry out the suggestions I have here offered I recommend that the Efficiency Commission of the Commonwealth be consolidated with the Civil Service Commission, and that the consolidated commission exercise the powers which have been conferred upon both boards in addition to those which I have just recommended should be granted.

HOURS OF LABOR IN CERTAIN INDUSTRIES.

The party platform upon which the Governor and a majority of the members of the General Court were elected declared in favor of a reasonable restriction in the hours of labor in industries continuously operated for twenty-four hours. Such industries are likely to be carried on by two shifts of men. They work alternately, sometimes thirteen hours in the daytime one week and eleven hours in the night-time the following week. These very long hours of labor, alternating between day and night, continued over a long period of time, are likely to grind down the vitality of the worker. More is exacted of the individual than he can in the long run be expected to do, and to just that extent his efficiency is decreased and he is ultimately worn out. I appreciate very well the objection to undue restriction in the hours of labor by the Commonwealth in advance of the action of the other States. After the point is passed where restriction increases efficiency the result of further restriction is likely to be to drive industry into the States with less favorable laws. Thus no benefit will be conferred upon labor. Indeed, by banishing it to less liberal systems an injury will be inflicted upon it, and also upon the Commonwealth by the displacement of its industries. As we have a common market for the products of our factories, and are under the same tariff system with the same relations to foreign competition, laws restricting the hours of labor in factories should be uniform throughout the United States.

But the Commonwealth, even for the sake of retaining industry, should not disregard the demands of humanity. It is the first duty of a State to conserve its citizens, and it would better have fewer people than consent to a system which would stunt the growth of its men and women. I believe, however, that the limitation proposed will not drive any industry from the Commonwealth, and I recommend the passage of suitable legislation to carry out this humane declaration of the platform referred to by providing such a reasonable restriction as will remove the evil.

SMALL LOANS AND ASSIGNMENT OF WAGES.

It is important that legislation should be passed doing away as far as possible with the abuses connected with the making of small loans. It is well for one, if he can so order his affairs, to keep out of debt, but credit becomes necessary to very many people, whether they are rich or poor. Those who are well-to-do can get money at the banks at the ruling rates, but those who are poor, when sickness or other misfortune comes upon them, are driven to the private lender or the note shaver, and some of the most cruel things that happen in our society result from the extortion that is sometimes practiced. The 8 or 10 per cent per month often paid as interest devours the wages of the borrower, and sometimes, after paying many times over the amount of the loan in interest, he still owes the principal of the debt. Among the victims of this extortion may be found those in public as well as in private employment, and even teachers in our public schools. The existing provisions of law relating to assignments of wages have failed to furnish necessary protection. Means of evading these provisions have been employed to such an extent that the object of the law has been defeated, and the employees have been burdened with exorbitant charges for interest, for the drafting of instruments and by various other devices. These charges have in many cases resulted in such an accumulation of debt as to place the employee under a burden so great as to leave him but slight hope of ever discharging it. The effects of such unconscionable charges are not alone seen in the deplorable consequences to the employees, but the resulting impairment of their efficiency has caused serious losses to their employers. The impairment of the efficiency of both public and private employees affects the interests of the entire community, and any practice which causes such impairment should receive the earnest attention of the Legislature in the attempt to discover and apply a remedy. Therefore I recommend the passage of an act which shall make invalid any assignment, power of attorney or other instrument purporting to authorize the collection of the whole or any part of the future wages or salary of any employee unless it shall be hedged about by conditions which shall secure the greatest obtainable amount of protection to the employee and employer.

Much may be done to lessen these evils without new legislation. Many small loans can be made with safety. A system of banking would strengthen itself with society if it did not segregate the small borrower and if it considered the safety rather than the size of the loan. If the intelligent managers of our banks should devise some system by which they might accommodate the very small borrower they might not indeed greatly swell their own profits, but they could contrive to do such business without a loss, and they would have the satisfaction of performing the functions of banking for all sections of society to its very base, thus discharging the whole round of their obligations. It might seem very much beneath our great financial institutions, some of them with over one hundred millions of assets, to have departments of small loans, but it would add a fine touch of humanity to banking; it would make it more democratic, and buttress it in public opinion if at the same time that one of these great institutions was lending millions to a rich customer it should lend a few greatly needed dollars to an honest workingman upon such security as he could give, or upon that safest foundation of all credit, — the good name of the borrower.

SOCIAL INSURANCE AND OLD AGE PENSIONS.

The members of the majority party also stand pledged to an investigation for the purpose of devising a form of social insurance to protect the worker against the vicissitudes of sickness, unemployment and old age. I recommend that you inaugurate such an investigation with a view to the passage of suitable laws. I commend to your attention the systems enforced in Germany, Great Britain and other countries with reference to these subjects. The German policy was established by Bismarck, under whose government it was declared in 1881 in a speech from the throne that "Those who are disabled from work by age or invalidity have a well-grounded claim to greater care from the State than has hitherto been their share. To find the proper means for their care is a difficult but also one of the highest tasks of any community which rests upon the moral foundations of a common Christian life." The difficulty of the task lies chiefly in discriminating practically between the worthy and the unworthy, in the danger of giving aid where sickness is shammed and furnishing a means whereby the drones may put themselves upon the back of those who are willing to work. Obviously there is no humanity in a system which would put the unworthy upon what should be a roll of honor, and would tend to pauperize and degrade any portion of our citizenship. But the morality of the task is not at all obscured by its difficulty, and the experience of some of the countries to which I have referred will, I think, clearly show that the just and humane purposes of such legislation may be secured with a minimum of abuse.

UNEMPLOYMENT AND EMPLOYMENT OFFICES.

The unemployment crisis of the past year revealed our unpreparedness in methods of dealing with this grave problem methodically and effectively. We already have the beginnings of a system of State employment offices, and it seems clear that the State has a constructive opportunity in this direction of which immediate advantage should be taken. Two recent special commissions have recommended legislation along these lines as being both expedient and necessary.

MISCELLANEOUS RECOMMENDATIONS.

I recommend legislation in the direction proposed by the Commissioner of Health for the prevention and cure of contagious disease, and also legislation designed to prevent industrial accidents. I urge careful consideration of the recommendation of the Homestead Commission for legislation. I also commend to you for favorable action the recommendation of the Board of Education for State certification of new teachers, further State aid for the public schools and for carrying on the work of university extension.

TABLE SHOWING DISPOSITION OF STATUTES CITED IN THIS
BULLETIN.

In the column headed "chapter" the chapter numbers have not been repeated. Where a dash appears in the column headed "section" it indicates that reference is made to the entire act.

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¹ Refers to page.

VI.

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NOTE. — Paragraph numbers refer to paragraphs as appearing in the first division of this bulletin (pages 7 to 38). Each enactment in 1916 which is an amendment of an earlier enactment has been given the same paragraph number which the earlier enactment had in the Handbook of Labor Laws (issued as Labor Bulletin No. 104 and containing the labor legislation in effect at the close of the legislative session of 1914). Certain enactments in 1916 which did not specifically amend any part of the text of the law, as published in the Handbook, but which bear, nevertheless, upon the subject matter contained therein, have been given the same paragraph numbers as those of the paragraphs in the Handbook to which they most nearly correspond, accompanied, however, by a capital letter A, B, etc., indicating that the later enactment is of a supplementary character.

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